



Navy Personnel Command

Perspective

Perspective



★ ***Stay Navy*** ★

Navy Life... Getting Better Every Day

The First Word ...

★★ COMMANDER, NAVY PERSONNEL COMMAND

Greetings from Millington. This issue of *Perspective* focuses on a challenge that affects every single thing we do in the Navy — retention. Navy is about more than hardware: ships, aircraft and submarines. Our Navy is about the young men and women who proudly stand the watch and answer our nation's call when it's time to venture in harm's way. Our challenge is to ensure these Sailors — our best and our brightest — stay Navy.

The United States is in a decade of unprecedented economic growth, with unemployment levels at their lowest in 30 years. We are in tough competition with the private sector, a "war for people," as the technical skills our Sailors learn through Navy schooling are in high demand. The end result is the Navy is experiencing manning shortfalls in critical ratings, and is challenged to make retention and recruiting goals.

We are currently re-energizing Navy's retention efforts with the aim of providing the leadership in the Fleet with the tools required to retain the right Sailors. It's important to remember that retention is done within the lifelines of a command. The command's retention team — commanding officer, command master chief and career counselor — set the whole tone. And the command climate is often the difference whether a Sailor is going to stay Navy or go home. The most successful commands know that it takes a personal touch to influence a decision, and leadership makes a huge difference in retention and attrition.

I recently read a story about the crew of USS MAHAN (DDG 72), and their overall retention rate of 67.82 percent. The secrets to their success? MAHAN's command climate, and a mix of responsibility, respect, recognition, career counseling and training, equal a daily routine and command philosophy that encourage the individual sailor to stay Navy. The MAHAN team encourages personal worth and the crew has responded.

Other efforts around the fleet are noteworthy. On another ship a simple letter to a Sailor's parents telling them their son or daughter has just reenlisted, and thanking them for their fine service to our Navy, went a long way. The command reminded us that retention is not something that we do with enlisted Sailors when they reach EAOS or when officers submit their resignations; it's everything we do for them and their families from the first time they wear the Navy uniform until their next career decision. We recruit the individual, but we retain the family.

In addition, we need to do a better job of marketing the career aspects and benefits of serving in the Navy, and give Sailors the right facts to be able to make solid decisions, such as information on career programs, advancement, pays and allowances, rewards and advantages of serving, and what retirement is really worth in terms of an annuity.


The truth is that in our Navy leadership is taking every step to make Navy life better every day.

One new program that is having a positive impact on retention is Guaranteed Assignment Retention Detailing (GUARD) 2000, which gives Sailors and detailers more options to stay Navy. The program offers guaranteed assignment to choice of homeport/duty station or ship type in exchange for a four, five or six-year enlistment, and allows Prescribed Sea Tour (PST) waivers of up to 18 months for first-term Sailors on a case-by-case basis. GUARD 2000 is available twice during a 20-year career; at the end of the first enlistment, and at the end of any other enlistment, up to 17 years of service. I encourage you to read NAVADMIN 083/00 for more information.

You'll hear more about retention in the coming months, as we shape our strategy for making Navy the "employer of choice." Until then, keep charging and smooth sailing.

Navy Life...Getting Better Every Day. □




J. B. Hinkle
Rear Admiral, U.S. Navy

Perspective★★★★The Navy Officers' Professional Bulletin

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Art Credit (cover): April 8, 2000. An F/A-18F Super Hornet catches the number three arresting wire while landing on board USS ABRAHAM LINCOLN (CVN 72). U.S. Navy photo by Photographer's Mate 2nd Class Daniel J. Wolsey.

Perspective (NAVPERS 15892) is the professional bulletin of the Navy officer community. Its mission is to provide all Navy officers information regarding key personnel policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in *Perspective* may be reprinted and disseminated without permission. Please give appropriate credit.

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FROM THE HEAD DETAILER ★ RADM HAMLIN TALLENT

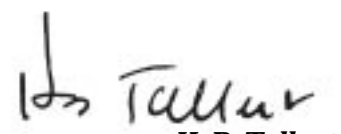
Today, we are challenged by an economy unlike any we have ever seen. It is widely robust and expanding, and it allows easy entry for most skilled workers. It is particularly appreciative of workers skilled in information technology, communications, problem solving, management and leadership. In short, it is targeted at us! This means that all of us in positions of leadership need to work as hard as we can to understand the challenges, and work toward solutions. We also need to work harder at understanding what we bring to the table and what improvements have been made over the last year.

Let me just mention the nuts and bolts of some key programs Navy leaders are working on. Some of these that you already know about include the 4.8 percent pay raise, repeal of the Redux retirement, pay table reform, improved health care and an increase in housing allowances. Educational opportunities also abound, including the Graduate Education Voucher, Washington D.C intern program, Federal Executive Fellowship, USNA Company Officer, Naval Postgraduate School and the respective service schools. If you want to continue your education, we probably have a program that will work for you. Just ask.

Whether you've already got two, five or 15 years of military experience, you should crunch the numbers and honestly consider the real worth of your military retirement. Imagine how that additional income will impact a second career. For more information, the military pay and benefits Web Site can help you calculate your options. Check it out at <http://pay2000.dtic.mil/>.

I am sure most of us probably joined the Navy because of the promise of adventure, as well as a sense of patriotic duty. I hope that you still stand tall in your pride for your country, and your profession. In this regard, I encourage all of you to take a look at the VF Detailer's article on page 18, written by LCDR Eric Phipps. LCDR Phipps has penned an article that is an inspiration to all of us who have chosen to serve, and who choose to continue their service.

We are committed to treating all of you like professionals. It's up to everyone in a leadership role, from Division Officers up to the CNO, to ensure that the word is being spread about the opportunities of a career in the Navy. As I have said before and will reiterate, we remain committed to providing you with the best service possible. We will continue doing our best for all of you. Don't hesitate to give us a call. Thanks for your support. □


H. B. Tallent
Rear Admiral, U.S. Navy

Acquisition Professional

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The AP community provides an outstanding opportunity for professional growth, specialized training which can't be duplicated in any other sector of the Navy, geographic stability and job satisfaction in working with cutting edge technology and business practices.

There are unique statutory requirements pertaining to acquisition professionals which affect retention. These statutory requirements apply to all Critical Acquisition Positions (CAPs). To ensure we have the best-qualified officers for these demanding assignments, members of the acquisition professional community must fill CAPs, and tenure requirements apply to ensure program stability to allow for the establishment of responsibility and accountability for actions taken while assigned to a CAP.

Tenure requirements for officers assigned to CAPs are a minimum of 36 months. For officers assigned as program managers or deputy program managers to major programs, the tenure requirement is linked to completion of major milestones closest to the date in which an officer has served in a position for four years.

The acquisition professional community requirements for ongoing training provides the opportunity for professional growth, which certainly impacts retention. One common question is eligibility to attend acquisition professional training managed by the Defense Acquisition University (DAU). In order to attend a DAU sanctioned course, an officer must either be a member of the acquisition workforce, or a member of the acquisition professional community. Any officer assigned to a billet which has an acquisition professional AQD is a member of the workforce. When an officer applies and is selected by the semi-annual acquisition professional community selection board, that officer becomes a member of the community.

DAU has also certified courses offered by professional military institutions such as Naval Postgraduate School, as well as numerous civilian colleges and universities as equivalent to mandatory acquisition training provided by DAU. A complete listing of these courses can be found at <http://www.acq.osd.mil/dau>. □

*CAPT Steve Kreutner
PERS-447*

Joint Picture

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As you read this, we are hard at work preparing for the upcoming Joint Specialty Officer Board, which will be held Oct. 23-27, 2000. If you have completed either JPME Phase I and II and a Joint Duty Assignment (JDA), or have completed two tours in a JDA, you "should" be considered for the board. I say should because we do a data call based on AQDs. For officers who have completed all joint education and a joint tour, your record should have a JS1 and JS2 AQD or a JS7, JS8 and JS2 AQD. If you have completed two joint tours you should have two JS2 AQDs. AQDs are listed below:

JS1: Full JPME

JS2: Completed JDA (Full Joint Tour Credit)

JS7: JPME Phase I (War College in-residence or correspondence/seminar format)

JS8: JPME Phase II (Armed Forces Staff College in-residence only)

If your record does not have the correct AQDs or is missing an AQD, we will not select your record. If you have any doubts as to whether your record is up to date, please give us a call, and we'll be glad to go over it with you.

After this year's release of the Joint Specialty Officer (JSO) selection list, I received many calls from officers wishing to know why they were not selected. Many were under the impression that after meeting the requirements for a JSO, selection was automatic. While consideration is automatic, selection is not. By law, JSOs as a group are expected to promote at or above the promotion rate for officers who have served or are currently serving at Navy Headquarters (OPNAV and SECNAV). Because of this requirement, the JSO selection board must look closely at an officer's past and present performance, just as a regular promotion board does. If you weren't selected, remember that once considered, your record will continue to be considered each year thereafter. Once again, if you have any questions concerning your record or the requirements to be selected as a JSO, just give us a call or E-mail us, and we'll be glad to discuss it with you. □

*LCDR Tim King
PERS-45J*

Education Picture

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Web Site: <http://www.bupers.navy.mil/pers440/>

Information Warfare Curriculum at the Naval Postgraduate School (NPS). The Naval Postgraduate School's Information Warfare Curriculum supplies graduates who are thoroughly knowledgeable in Information Operations (IO) and Information Warfare (IW) to the Department of Defense. Graduates receive a Master's of Science degree in Systems Engineering. This degree provides the services with officers well versed in the technical, theoretical and operational aspects of interdisciplinary IO/IW as they relate to joint mission objectives. This curriculum is co-sponsored by the Joint Staff (J39) and Commander, Naval Security Group (NAVSECGRU). Requirements for the degree, Master's of Science in Systems Engineering, are met enroute to satisfying the Educational Skill Requirements of the curricular program.

A baccalaureate degree with above-average grades for courses in mathematics (through integral calculus) is required for entry consideration. Graduates are designated Information Warfare Subspecialists with a XX46P code. Typical jobs encountered by graduates include Joint, Combined, fleet and group Staffs, systems commands, Navy Information Warfare Activity (NIWA), Fleet Information Warfare Centers (FIWC), the Joint Staff and the Joint Command and Control Warfare Center (JC2WC). Prospective students must be U.S. military officers or civilian employees of the U.S. Federal Government eligible for a Top Secret clearance with access to Sensitive Compartmented Information (SCI). They must also have a baccalaureate degree earned with above-average academic performance and a minimum APC of 324. Applicants not meeting the mathematics requirements may be considered for entry via the Engineering Science Program (curriculum 460). The Information Warfare curriculum is an eight-quarter course of study with a single entry date in October. For additional information, contact the Information Warfare Curricular Officer, Lt. Col. Michael Mullady at DSN 878-2772, Comm (831) 656-2772 or visit the NPS Web Site at <http://www.nps.navy.mil>.

Security Studies at NPS. The Department of National Security Affairs at NPS is a multi-disciplinary organization, including civilian and military faculty trained in history, international relations, politics, economics and sociology. It offers fully accredited master's degree programs in Regional Security Studies, Regional Intelligence and Strategic Studies. These programs are tailored to the intellectual needs and institutional requirements of the U.S. Armed Forces, and are delivered in a diverse and open learning environment comparable to that of any high-quality civilian university. There are four Regional Security curricula, sponsored by the Deputy Chief of Naval Operations for Plans, Policy and Operations (N3/5), which concentrate on Europe, Asia, Latin America and the Middle East, respec-

tively. They provide students with comprehensive expertise in the history, politics, economics, culture and security structures of a specific region. The Regional Intelligence curriculum, sponsored by the Director of Naval Intelligence, treats the same four regions, but also incorporates courses focusing on the collection, interpretation and exploitation of intelligence as a special element of regional security. The Strategic Studies curriculum, also sponsored by N3/5, focuses on generic problems of strategic planning and analysis, and provides students with the intellectual tools necessary to address strategic issues across the entire spectrum of military operations in any part of the globe. All curricula require a master's thesis and include a sequence of courses leading to PJE Phase I certification.

The curricula described above are designed for officers in grades O3 to O5 and are open to students from any of the U.S. Armed Services, equivalent civilian officials and similarly qualified students from other countries. A baccalaureate degree and an APC of 365 are required for admission. Students may enter in any academic quarter, and with any undergraduate background. Programs for Navy officers are 18 months in length. For additional information, contact the National Security Affairs Department Curricular Office at DSN 878-2845, Comm (831) 656-2845 or visit the department Web Site at <http://nsa.nps.navy.mil/>.

Graduate Education Voucher (GEV) Program. The Graduate Education Voucher (GEV) program (formerly the Tuition Assurance (TASS) program) provides up to \$40,000 for two years of off-duty graduate education for Unrestricted Line Officers (URL) whose career paths provide limited opportunity for full-time graduate education. Eligibility is open to O3 through O6 active duty list URL officers from the 1110, 1120, 1130, 1140 and 13X0 communities with demonstrated superior performance and upward career mobility. Applicants should be transferring to, or currently on, shore duty with sufficient time ashore to complete a master's degree program. Officers currently enrolled in a qualifying master's program using tuition assistance, any other financial assistance programs or paying privately are eligible to apply for the GEV program. However, they are not eligible for reimbursement of any previously paid educational expenses. Officers who already have a graduate degree using any DOD assistance or veteran's education benefits are not eligible. GEV will cover 100 percent of a selected officer's graduate education cost (tuition, books and registration/application fees) up to a maximum of \$20,000 per year for up to 24 months from the time of enrollment, not to exceed \$40,000 for the entire program. Certain restrictions apply on books and fees covered. GEV funding is authorized for Navy-relevant master's programs which meet the requirements of at least one approved Navy subspecialty as verified by NPS. Ap-

proved subspecialties may be granted for degrees earned at educational institutions accredited by a regional accrediting agency recognized by the U. S. Department of Education. Institutions providing courses of study by distance learning or other "non-traditional" means must meet these same requirements. Further questions regarding qualifying programs should be directed to the NPS Civilian Institutions Program Office (Code 031A) at DSN 878-4654, Comm (831) 656-4654 or E-mail at 031a@nps.navy.mil. The Naval Education and Training Professional Development and Technology Center (NETPDTC) administers payments associated with the GEV program through its Navy College Offices using procedures similar to those currently used for the Tuition Assistance Program. Funding guidance will be provided to those officers selected for the GEV program. Officers using GEV benefits shall agree to remain on active duty following completion of the program (or after disenrolling from the program if benefits were used) for a period of up to three times the number of months of education completed, up to a maximum obligation of 36 months. This obligation is discharged concurrently with any other service obligation already incurred. Officers completing a degree using GEV benefits should expect to serve one tour in a subspecialty billet not later than the second tour following graduation. Officers interested in the GEV program for FY01 should contact their detailer (PERS 41/42/43). Applications will be taken again in October 2000. Refer to NAVADMIN 015/00 for application information and additional details.

The Leadership Education and Development Program (LEAD) "The USNA Company Officer Master's Program."

The LEAD Program is a one-year program administered by NPS faculty and taught on the grounds of the United States Naval Academy (USNA). Start date for this program is once per year in June. This unique program was jointly designed by NPS and USNA to prepare officers for the responsibilities of a company officer at the United States Naval Academy, and as leaders throughout their careers, through graduate education based on current practices, accepted theory and research. The program is taught by faculty who are knowledgeable in a wide range of disciplines including group dynamics, information technology, ethics, trend analysis and DOD policy. Graduates receive a Master's of Science in Leadership and Human Resource Development from NPS upon successful completion of course work and a thesis. Following the year of study, officers assume billets as company officers at USNA for two years. For additional information, visit the LEAD Web Site at <http://prodevweb.prodev.usna.edu/masters/masters.htm>.

Navy's Doctoral Study Program. The Navy's doctoral program is a very small program supporting a limited number of validated billets. To be considered for assignment to the Navy's Doctoral Study Program, officers must possess a master's degree or be completing requirements for one in time to fill an available quota. The master's degree must be in the same or similar field as the doctorate. An outstanding academic record is mandatory.

The Navy's Doctoral Study Program Selection Board will be held in November 2000. To ensure timely processing, applications for doctoral programs must be received by Superintendent, Naval Postgraduate School (Code 01B3) NLT July 30, 2000, for FY02 doctoral program. Applications must include a current (taken within five years) Graduate Record Examination (GRE).

Interested officers are encouraged to review enclosure 1 to OPNAVINST 1520.23B and OPNAVNOTE 1520 for specific requirements. CNO N-131 will determine requirements for master's and doctoral level education programs at the annual quota conference in May of this year. Once these quotas are promulgated, a NAVADMIN will be distributed citing the doctoral programs available for FY01.

POL-MIL Graduate and Postgraduate. The Navy's Political-Military master's (POL-MIL) program and Arthur S. Moreau Post-master's Program help fill the Navy's requirement for 0020P and 0020N subspecialty officers, knowledgeable in the policy and intricacies of the decision-making process at the highest levels of government. More information concerning application procedures is available in OPNAVINST 1520.34B, OPNAVNOTE 1520 and on the Internet at <http://www.hq.navy.mil/feffnet>. You can also contact the program sponsor, LT Melanie Butler (N513T), at DSN 223-7000, Comm (703) 693-7000; or LT Galone Batts (PERS-440B), Postgraduate Education Placement, at DSN 882-4056, Comm (901) 874-4056.

Federal Executive Fellowship (FEF). The FEF program provides the Navy with senior-level officers knowledgeable in the formulation and conduct of foreign policy, political decision-making and diplomacy. Navy Fellows serve as our forward presence in civilian academia and think tanks. Seventeen officers will be assigned to the following 14 institutions for one year assignments beginning in August of each year.

Institution	Rank	Location
The American Enterprise Institute	04-06	Washington, D.C.
The Atlantic Council of the United States	04-06	Washington, D.C.
Boston University	04-06	Boston, Mass.
The Brookings Institution	05-06	Washington, D.C.
Center for Strategic and International Studies	05-06	Washington, D.C.
The Council on Foreign Relations	06	New York, NY
Security Studies Program at MIT	04-06	Cambridge, Mass.
Foreign Service Institute	06	Washington, D.C.
Harvard Weatherhead Center for Int'l Affairs	05-06	Cambridge, Mass.
Harvard National Security Fellows (Three positions)	05-06	Cambridge, Mass.
Harvard Olin Institute for Strategic Studies	05-06	Cambridge, Mass.
Stanford Hoover Institute	04-06	Palo Alto, Calif.
The Rand Corporation (Two positions)	04-06	Santa Monica, Calif.
Tufts Fletcher School of Law and Diplomacy	05-06	Medford, Mass.

OPNAVINST 1500.72D contains detailed information about the program and the application process. NAVADMIN 122/00, DTG 111810Z May 00, announced the deadline for this year, August 30, 2000. The selection board will convene during the first week of November. If selected, assignments to the one-year fellowship will commence the following August. Applicants must be unrestricted or restricted line officers in the permanent paygrade of LCDR, CDR or CAPT. Some institutions have specific paygrade requirements. Graduate level education in Political Military Affairs/ National Security affairs or an appropriate subspecialty (XX2X) is strongly desired, but not required. The FEF Program sponsor is N513, and can be reached at DSN 223-7000, Comm (703) 693-7000 or E-mail at **butler.melanie@hq.navy.mil**. The NPC POC is PERS-440C, LT Jacob Garcia, at DSN 882-4100, Comm (901) 874-4100 or E-mail at **p440c@persnet.navy.mil**. OPNAVINST 1500.72D, as well as additional information about this tremendous program, can be found at **http://www.bupers.navy.mil/pers440/** or **http://www.hq.navy.mil/feonet/**.

Oxford University's Hudson Fellowship. This fellowship was established in 2000 in conjunction with the Royal Navy and Royal Marine Fellowship. The endowment for the fellowship was provided by LT Guy Hudson, RN, who left a substantial sum in his will for the education of officers of the Royal Navy and Royal Marines. Officers participating in this fellowship should be a senior CDR or CAPT, and have a background in politico-military affairs or international relations. The fellowship runs from August to June of each year. OPNAVINST 1500.72D contains additional information about the program and selection process. See **http://www.bupers.navy.mil/pers440/** for more information.

Secretary of Defense Corporate Fellowship Program. The Secretary of Defense Corporate Fellows Program (SDCFP) was created in 1994 to foster innovation in the services and the Department of Defense by giving future senior officers first-hand experience with the strategic management practices of innovative American corporations. Secretary Cohen

recently underlined his personal commitment to the Corporate Fellows Program, emphasizing this program as a flagship, prestige program of which we should all be proud. Two officers from the Navy will be matched to a carefully selected corporation participating in the program for a one-year assignment, beginning in July of each year.

Corporations that have previously participated in the program are:

American Management Systems	Microsoft
Andersen Consulting	Mckenzie & Co
CNN	McDonnell Douglas
CITIGROUP	Oracle
Direct TV	Northrop Grumman
FEDEX	Sarnoff Corporation
Hewlet Packard	Sun Micro Systems
Lockheed Martin	Sears
Mobil	

The governing instruction for SDCFP is DOD Dir 1322.23, with specific Navy guidance provided in OPNAVINST 1500.72C. The selection process for SDCFP has been incorporated into the process used for Federal Executive Fellowships. NAVADMIN 122/00, DTG 111810Z May 00, announced the deadline for this year, August 30, 2000. The selection board will convene during the first week of November. If selected, assignments to the one-year fellowship will commence the following July. Applicants must be unrestricted line, restricted line or supply corps officers in the permanent paygrade of CDR or CAPT. The SDCF program sponsor is N513, and can be reached at DSN 223-7000, Comm (703) 693-7000 or E-mail at **butler.melanie@hq.navy.mil**. The DOD POC and Director of the SDCFP is Mr. Eric Briggs at (703) 696-4229, E-mail at **briggse@ndu.edu**. The NPC POC is PERS-440C, LT Jacob Garcia, at DSN 882-4100, Comm (901) 874-4100 or E-mail at **P440c@persnet.navy.mil**. DOD Directive 1322.23 and OPNAVINST 1500.72D can be found at the following Web Site, along with additional information about this tremendous program: **http://www.bupers.navy.mil/pers440/**. □

BUPERS Access...on the Web and better than ever

Did you know that you can submit duty preferences online, and command reps have access to personnel information for their entire UIC(s)? This powerful tool displays up-to-date status of "gains" and "rollers," SRB, advancements, selection boards, retirement and much more.

Visit BUPERS Access today via the NPC Web Site at **http://www.bupers.navy.mil**, and select the "BUPERS Access" hot button from the menu.

How are we doing?

Your feedback is critical to the success of *Perspective*. As we have entered our second year using "theme-driven" issues, I hope that we've covered the topics that are paramount to your career progression. Do you have ideas for future issues? If so, let me know. E-mail me at **perspective@persnet.navy.mil**. □

*LTJG Eric Petersen
PERS-051, Editor*

Surface Picture



{PERS-41} DSN 882-3927, Comm (901) 874-3927; Fax (901) 874-2687

★ Captain's Corner



Hello everybody. There has never been a more promising and rewarding time to be a Surface Warfare Officer than right now. Our surface combatants, the finest that the world has ever seen, are now routinely in the national limelight, carrying out tasking from the national command authority. The sense of accomplishment and responsibility that comes with sea service at the tip of the spear is what we live for. Each time you go back to sea you will hold a position of greater responsibility up to and including the ultimate responsibility, command at sea. Where else can you have a 'direct impact' on world events?

Through the Fleet Review Board process, our Navy leadership has been making significant progress in improving the quality of life for you and your Sailors through streamlining programs and processes. While family separation will always be a part of Naval service to your country, decreased requirements for in port watchstanding have resulted in much more time at home with your families.

If you haven't already done so, I recommend that you attend one of the Ruehlin seminars. PERS-41 detailers/placement officers recently attended this superb forum. This seminar does an outstanding job presenting an unbiased approach in comparing Navy life and civilian life. It is very informative and breaks down some of the myths respecting life in CIVLANT/PAC, by replacing anecdotal information with factual information about Navy and civilian compensation and work. Whether you are in the Navy for a career or your minimum service requirement, chances are that you will start a second career some day, and this is a fantastic way to educate yourself about your career decisions.

Congratulations to our newly selected CAPTs! You should be justifiably proud of reaching this significant milestone in your career. SWOs fared exceptionally well in the O6 board, with all in-zone COs and post command CDRs being selected for O6. We were also able to select six officers below the zone and seven officers above the zone.

For our new CAPT selects, you will get your first of three looks for major command on Nov. 13-17, 2000. Opportunity to major command is 50 percent over the three looks. Fifty percent of the major command selects will be picked on the first look, 30 percent on the second look and 20 percent on the final look. Use the time between now and the board to order your OSR/PSR and ensure that your record is complete. Please fax your July or August FITREPs to CDR Dave Steindl at DSN 882-2757, Comm (901) 874-2757. As

all O6 positions are nominative, ensure that your current biography and five copies of an 8 X 10 quarterdeck style photo in service dress blues are held at PERS-41.

As you know, we have been spending much of our time and effort traveling to fleet concentration areas to meet with your wardrooms. We have recently finished detailer visits to the C7F AOR, C5F AOR and Norfolk. We will be in San Diego in July and PACNORWEST and Hawaii in August. The reason for all the travel is easy to understand as we need to bring the SWO message to you and your wardrooms. I travel with detailers and placement, so your junior SWOs can meet one-on-one with their bureau counterparts and discuss career progression. Keep up the great work out there in the world's finest Navy, I look forward to seeing you soon. □

CAPT Bob Conway
PERS-41

★ Surface CDR {PERS-410}



You have read it in *Proceedings*, in *Navy Times*, in Congressional testimony ... retention of our best and brightest junior officers is one of our most challenging leadership priorities. This issue of *Perspective* will provide you more information in an effort to assist you as you counsel your JOs, and help them make informed career decisions.

Successful SWOs continue to be in great demand, particularly for those jobs requiring an understanding that crosses warfare communities. Our Surface Warfare experience and emphasis on operations (sea duty) are recognized throughout the Navy and by the other services. As detailers, we receive calls daily asking for SWOs to fill key leadership positions, and Surface Warfare success stories at recent promotion boards bear out this recognition. For SWOs, this really is a great time to stay Navy.

CO Other program. We now have in place a formal CO Other slating process, patterned after the CO Afloat procedures. CO Others will be slated on a quarterly basis, and as with afloat slates, it all starts with your duty preference card. We work to match as best as possible your duty preference with the command tours we have available, within the constraints of change of command timing. Due to the relatively small number of screened officers and billets, selection to command can move fast. Duty assignments include command of selected ACUs and BMUs, USS CONSTITUTION, some Military Sealift Command offices, some NROTC units, Navy recruiting districts and Commander, Fleet Activities, Chinhae Korea. Officers who

screened for CO Other and served in a command billet fared extremely well in the recent O6 selection board, demonstrating the recognition given the responsibilities associated with command.

Finally, we wish fair winds and following seas to CDR Phil Pardue as he leaves PERS-410 and heads off to USS LABOON (DDG 58) and the Navy's best job, command at sea. We also welcome CDR Larry Tindal to PERS-410 as CDR Pardue's relief. Larry brings with him a year of BUPERS experience as a detailee in PERS-411. ☐

*CAPT Mark Balmert
PERS-410*

★ Surface LCDR {PERS-411}



Greetings from Millington. The future is brighter than ever for surface warfare, especially for post-DH officers. Here are ten great reasons why you should stay Navy:

1. **Command:** More opportunity to command at sea and ashore than ever before. O4 command at sea of a permanently forward deployed MHC/MCM in WestPac or the 5th FLT AOR is a reality. We have recently sent two SWOs to command ARS ships. We have sent XO Others to command MSC offices around the world. One post-DH officer who finished his second DH ride as a mid-grade LT is going to command a PC. Next year will see officers going before the CDR command screening board with two CO afloat tours (PC/MCM) already in their resume. Wow!

2. **Money:** Officers in their DH tours contemplating what to do next are now doing so with up to \$50,000 in their pocket. SWOCP has been established, and our leadership is committed to ensuring that your expertise and sacrifice are rewarded throughout your SWO career.

3. **Innovation:** Coming at you from every quarter. IDTC reform is in high gear. A recent quote from a CO on a recent detailee trip: "We have JOs who have never known four-section in port duty...they don't understand what all the hoopla is about." Later in the conversation he had to shag down the OPS boss to find someone who could remember when the last inspection was on board - the answer was several months ago. This was a ship halfway through BG workups! Wardroom officers are going to ROTC units to build relationships with our future leaders before they are commissioned. We have better connectivity with many of our constituents when they are at sea than when they are home, thanks to IT-21. We send freshly minted ENSs to sea before SWOSDOC to get a head start on their careers, instead of

manning copiers and being the duty driver at a shore command.

4. **Education:** This is wide open. DC Intern, Graduate Education Voucher, FEF, USNA Company Officer and NPS are available for post-DHs. We have SWOs at Harvard, Tufts and other top-notch schools around the country getting master's degrees on Uncle Sam's dime. Junior service college continues to be available to anyone who has the career time to fit in this important career building block. USMC Command & Staff course recently received full accreditation and gives a master's as a part of the course. They join NWC and Army Command & General Staff in being full up rounds in the postgraduate arena. The USAF junior course is right around the corner in getting their program approved.

5. **People:** DH school classes are full. JOs are taking the SWO bonus challenge and enthusiastically awaiting their turn as a DH. LDO/CWO accessions are high, and that community is stepping up to assume their rightful place as the technical subject matter experts in our ships in greater numbers, and in more senior positions. Commissioning sources are seeing midshipmen choosing Surface Warfare as their service selection of preference. You're working with the finest SWOs our community has ever produced.

6. **Promotion:** SWOs have enjoyed promotion rates on par or better than the other URL communities. XO Others continue to promote each year on the strength of their records.

7. **Travel:** Take a look at the downstream billets on our Web Site. Bahamas, Italy, Japan, Guam, Hawaii, Korea, Puerto Rico, Colorado, UK and Florida. Or travel the fun way - via a front-line warship. A DDG recently completed a Med/Arabian Gulf deployment with 18 liberty ports!

8. **Service:** I'm not talking about service to country, which is the best reason of all. I'm talking about NPC's commitment to serving you and making your life in the Navy a more fulfilling experience. Navy life has its ups and downs, but how the "downs" are administered makes all the difference in the world. We believe in treating everyone as we would want to be treated ourselves. We believe in giving you the maximum amount of information possible with which to make decisions. We believe in giving you straight answers. Concrete examples of our commitment includes going from two to three detailers in PERS-411, using the Web Site for screening board preps and expanded detailee travel schedules.

9. **Diversity:** We recall officers to active duty from the reserves. The number one reason cited for them wanting to return to active duty is that they are dissatisfied with the prospect of doing the "same old job" for the rest of their working career. They seek the challenge of military service, and the guarantee that each PCS holds a fresh start and in

many cases a “different job.” Take your lead from those who have traveled the resig road before. The grass is not always greener on the other side.

10. Command: Just in case you forgot, we do it early and we do it often.

We are changing detailers. CDR Mark Klatt is on board and is the new branch head for PERS-411. He comes to Millington after completing a spectacular tour as CO on USS SAMUEL E MORRISON (FFG 13), home ported in Mayport, Fla. Also on board is LCDR Clay Harris, who will be detailing officers who are in the process of screening for XO. He comes to PERS-41 after finishing a superb command tour as CO on USS PIONEER (MCM 9). LCDR Brian Shanahan will begin detailing officers who have screened for XO and those who have completed their looks for XO. All changes will be in place by mid-May. LCDR Larry Tindal, formerly PERS-411b, is now the post-XO detailer in the PERS-410 detailing shop.

As I complete this assignment, I would like to pass on the advice given to me when I was contemplating an offer to serve as a detailer. The advice was simple: Don't pass it up. It was the single best piece of advice I've ever received in my naval career. The person who gave it to me was a detailer. It has been an honor and a privilege serving you all. I'm going back to sea. See you out on deck. ☐

*CDR Mike Barclift
PERS-411A*

★ Surface Junior Officer {PERS-412}



You have all seen and heard plenty of information on the merits of a career in the United States Navy. We know here in PERS-412 that the quality of service that we provide to you, our SWO junior officer constituents, will factor in your decision to stay or go. Our detailing mission is to make assignments that offer you the maximum opportunity to get promoted and screened for your next career milestone. In accomplishing that mission, we also hope to gain your trust, confidence and friendship because we know that we may go to sea together someday, and the surface Navy really is like a small town, eventually everybody knows everybody. Because of this, we want you to think of us as “shipmates” as we work together to build your career portfolio.

When I took this job, I advised the PERS-412 detailers that I was looking for ways to increase ship CO's involvement in the detailing process. I believe that your CO knows you better than we do, and he or she can provide you the very best career guidance. Ideally, we in PERS-412 should facilitate the assignment process by implementing decisions made in the CO's cabin of your ship. LT Tony Defrias (2nd tour DIVO), LT Sly Steele (new accession) and LCDR Paul Stader (2nd tour DH) developed an idea to send messages to ship COs who have officers on the next slate. In these messages, we provide recommended alternatives based on an individual officer's documented performance/experience, and ask that an updated DUPREF card be submitted following CO counseling. We have implemented this program with positive feedback from the fleet. Recently, LCDR Brad Cooper (shore coordinator) launched a similar program for officers rolling ashore from their 2nd DIVO tour. We notify COs via message that their JOs will be slated, and ask that they counsel these officers as they choose among all available shore billets which are posted on the PERS-41 Web Site. I encourage COs to get involved in the detailing process to help their officers get assignments that are career enhancing and personally/professionally desirable. Let us worry about the needs of the Navy.

From a SWO junior officer perspective, enough of you are “staying Navy” to man the fleet comfortably. SWO continuation pay sends a welcome message that our surface warfare skills are in demand equivalent to the other warfare communities. We are making dramatic SWO cultural improvements by questioning the logic of working long hours and on weekends in port to prepare for inspections. SWO leadership at every level is attuned to the power of command climate and positive mentorship. The ENSs we commission in 2000 enter a surface Navy poised to make them successful and fulfilled as they start the adventure of their lives. Although much has changed, in reality, very little has changed. If you get a thrill out of taking a warship to sea to do the nation's work, if taking care of Sailors brings satisfaction in your soul, if earning and bestowing the title “shipmate” never gets old, then you will “stay Navy” and look forward to the next beautiful sunset at sea. See you on the bridge wing!

From the Junior Officer Detailers: There is no better time to be a SWO JO than right now!! Our community offers the most expansive array of shore duty options in the Navy, arguably the best in the entire U.S. military. We are committed to providing every surface warfare junior officer with a graduate degree. There are billets in every fleet concentration area, as well as overseas in a variety of exciting locations! We have recently revised the process for detailing second tour division officers ashore, and the feedback has been overwhelmingly positive. In short, we are capitalizing on the success of the SWO bonus, personalizing the detailing process for each constituent, including COs in the duty preference formulation process, increasing opportunity for obtaining a master's degree far beyond that which any other

community offers, and sending our junior officers to exciting billets all over the globe. Some of our most significant initiatives include:

- **Graduate school:** You will get a master's degree. The only question is when and where. Here are your options:

- Naval Postgraduate School in the curriculum of your choice (APC permitting)!
- DC Intern Program (awards an M.A. from George Washington University)
- Graduate Education Voucher (GEV) Program: Pays \$20,000/year to obtain a master's degree from any college of your choosing while on shore duty.
- USNA Company Officer Program
- Tuition Assistance Program
- University of San Diego/Troy State Graduate Education Pilot Programs

For those of you with a pending resignation or who may be considering resigning, we want to retain you through at least your first shore tour. We have been successful in convincing nearly 25 percent of you to withdraw your resignations in the past three months, and we will soon be embarking on a community-wide initiative that will target DH screened (or screenable) officers for retention. Stand by!

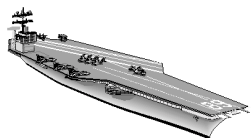
Do not miss out on the many opportunities we have in the surface community! Please contact us! If you have not done so recently, take a look at the shore coordinator Page on our Web Site. Consistent with your career timing and progression requirements, we will do everything we can do send you to the billet/area of your choice.

Don't know your detailer's phone number? Take a look at the NPC Directory on pages 42-43. Please note the changes in some PERS-412 codes. This was necessary because some codes are no longer used, and others have been added to better support you. We apologize for any inconvenience this may cause.

Finally, a reminder to keep those duty preference cards updated! Help us help you by updating your dupref every time you head to a new duty station or your needs change. □

*CAPT Patrick Allen
PERS-412*

★ Surface Nuclear {PERS-412N}



be the cornerstone of our nation's military might. Having been on USS STENNIS (CVN 74) in 5th Fleet during real time operations, I continue to be impressed by the contributions that all of you are making.

I am happy to report the Surface Nuclear Officer community (SWO(N)) is strong, stable and growing. We have come off of a record-setting year in new accessions, exceeding goal for the second time, and all indications are that we will continue our strong performance with accessions next year. Due directly to the success of our recruiting efforts, we will be able to send 10 NUPOC officers to a topside tour following commissioning at OCS. In FY01, all SWO(N) officers will complete a topside DIVO tour and earn SWO qualification prior to reporting to NNPTC. This will ensure that all SWO(N)s have the benefit of a topside "conventional" tour prior to their DH ride.

On the retention front, the upcoming year's increase in the Nuclear Officer Incentive Pay (NOIP) program rates combined with the start up of the Surface Warfare Officer Continuation Pay (SWOCP) program should provide solid financial incentives for junior officers to continue on to DH. When Nuclear and SWO continuation pays are combined, SWO(N)s will earn \$29,000 in bonuses per year. I know that extra money is nice, but the real motivator for staying in the Navy is a good quality of life and being successful. That's where we come in. Our job is to ensure all nuclear billets are filled (without over-touring), and that each of you will be screened/selected to the next job or rank.

On a personal goal, I strive to make dreams come true for officers rolling to JO shore duty. The number of billets available far exceeds the number of bodies available. It is a buyer's market. With the increase in graduate education programs, opportunities exist at all shore duty locations to attain a master's degree. The Government Education Voucher (GEV) program provides funding to attain a master's degree at the university of your choice.

The biggest change in the fleet is the change to the surface warfare culture. Quality of life is improving every day. Eight section duty is the standard in the fleet, and the Fleet Review Board continues to reduce the administrative burdens on the ships. It truly is a great time to be a SWO. I am standing by to provide all possible assistance. Sail safe and have a fantastic summer. □

*LCDR J.C. Carter
PERS-412N*

Greetings to the fleet. In my year as your detailer, I have made the rounds and visited each and every one of the CVNs. The CVNs and the crews who man them continue to

★ Surface Placement {PERS-413}



Surface Placement would like to welcome its newest member, LCDR Jared Keys, coming from his second DH tour. He will be relieving me as Surface Placement, and I will be moving to the 41M shop.

Officer retention is driven in large part by you, the CO and XO. By mentoring JOs regarding the vast career opportunities available to SWOs, you put in motion the wheels which will hopefully result in a "stay Navy" decision. Today's JOs understand the value-added concept, and rely upon you to guide them to that value-added opportunity, such as grad-ed (NPS/GEV/USNA Company Officer/DC Intern), PC Command as a LT, SWOCP, IDTC reform and overseas PEP tours, to name a few.

The name of the game in surface warfare remains "getting game" (read – sea duty), and the vehicle for getting JOs there is the Division Officer Sequencing Plan (DOSP). The DOSP remains extremely popular with JOs and is here to stay. Again, DOSP provides the value-added opportunity JOs yearn for, and CO/XO buy-in to the multiple favorable aspects (two ships, two departments, varied CO/XO/DH mix) promotes it in the positive light in which it was created. The old-school SWO credo of "making it hurt" is gone, and is replaced by working smarter vice harder and managing risk, vice avoiding it. JO retention can and is positively impacted by dynamic leadership that and is free to innovate in an unlimited n-space.

How does this tie into the placement perspective? First off, staunch support of DOSP is critical. The dividends paid by rotating officers on-time cannot be underestimated. Clear communication with placement via regularly submitted LORTARPS is critical to this process, as it maximizes the opportunity for timely reliefs, minimizes gaps and overruns, and optimally programs enroute schools. Keeping the faith with JOs by making their career progression a priority, as evidenced in this case by regular dialogue with placement, provides JOs yet another opportunity to put a check in the "good" column of their "Navy goods and others" experience list that gets tallied up at their Minimum Service Requirement (MSR), and results in the go/no-go decision to stay in the Navy.

While the placement role is largely defined by "looking out for the ship," whereas the detailers are "looking out for the officer," we are all "looking out for the Navy" and take JO retention seriously. SWOs make tremendous contributions to the Navy, all the while making huge sacrifices on the homefront. Instilling and providing opportunity for the excitement and value-added aspects of being a SWO are

primarily left to the CO/XO team. The mentorship provided by this team is likely the largest single contribution that can be made in the JO retention battle.

As always, our phone numbers and E-mail addresses are listed in the back of this issue. Call us if you have questions. □

*LCDR Jeff James
PERS-413E*

★ Surface LDO/CWO {PERS-414}



"Stay Navy!" Hmmm...Is that a problem for our community? Probably not, but it warrants us taking a look anyway. A lot has changed since each of us joined the Navy way back when. Whether you're a newly selected officer with only 10 years in the Navy, or a more seasoned LDO/CWO with nearly 30 years service to our country, we would each have to agree that the Navy has changed substantially over the years. The sea stories would be endless as we reminisce about "the old Navy." But it forces us to reexamine the question, "Why did I want to be a commissioned officer in the first place?" And like the plethora of sea stories, the reasons are probably as numerous. Was it for the money? Let's hope not. (If so, you may want to consider reexamining your priorities.) Was it for the prestige of being a naval officer? Though that is definitely a benefit of the job, we here in the PERS-414 shop agree that we are each very proud of our enlisted service and our enlisted uniform. (Do you remember the pride you felt standing in front of the mirror staring at that new first class petty officer crow or those new CPO collar devices?)

For most of us, the reasons probably centered around the desire to continue to climb the promotional ladder, and be in positions to have a positive and lasting impact on the Navy and the people around us. As a Limited Duty Officer or a Chief Warrant Officer, the responsibilities are significant. We are selected to do jobs that no one else in the Navy can do. They aren't glamorous jobs. They aren't jobs that offer a whole lot of accolades, but they are jobs that are pivotal in the success or failure of the Navy. We are often placed in positions that are less than ideal, but the Navy has entrusted us in those positions "to get the job done." No fanfare, no special supervision and sometimes thankless. But we, as LDOs and CWOs, end each day with the pride that only comes with knowing that we made the Navy a better place that day. Things do not always seem that way as you go through your day-to-day duties. But honestly, look back at your commissioned service and you will find that you have made some pretty incredible contributions.

However, those contributions somehow pale in comparison to the effect you've had on the Sailors you've worked with

through the years. The fact that they turn to you for advice professionally, and often personally, speaks volumes of the stature that our community holds throughout the fleet. You have an obligation to mentor each and every person, because you never know which one of them will pursue the desire to follow in your footsteps. And even if they don't specifically follow in your footsteps, your influence on those individuals will contribute to molding their professional lives, and will impact the Navy long after each of us has retired. While we are drinking lemonade and watching world events unfold on CNN, those same young folks will be "at the tip of the spear," leading the Navy using what you taught them to guide their way.

To answer the question, "Why should I stay Navy?" one only needs to revisit why we came in the Navy in the first place, or even why we pursued a commission. The answer really isn't all that hard. There are tough days, maybe some you would rather forget. But, over time, even the bad memories become good memories. You can't buy the kind of education the Navy has given you, the places you've seen, the people you've met and the things you've done. "Why should I stay Navy?" Maybe it's really not so hard to answer that question after all. □

CAPT(s) Jon Underwood, PERS-414
LCDR Rich Soucie, PERS-414B
LCDR(s) Scott Hoard, PERS-414C
LT Evan Higgins, PERS-414D

★ Special Warfare {PERS-415}



Greetings. I'd like to take this opportunity to welcome aboard the new SEAL officer detailee, CDR Sean Pybus. CDR Pybus arrives in July from NSWU-2, where he served as the CO. He is an exceptional officer who will provide outstanding service as your detailee.

Mr. Greg Robinson, the civilian assistant in this office for the last two years, has moved to PERS-440 and is now the subspecialty assistant. During his two years here, he provided invaluable service to all of us. He will be sorely missed. Good luck, Greg. Don't worry, you can still wear all the t-shirts.

Officer Bonus. Since November, we have paid Special Warfare Continuation Pay to 91 officers, totaling approximately \$3.2 million. It is a great program that provides enough payment options to fit every eligible officer's needs. Take advantage of it!

Some Assignment Opportunities. Remember, this is a dynamic list that changes often, sometimes before it is even printed:

Billet	Fill Date	Rank
3 rd Fleet	Jun 01	LCDR
6 th Fleet	Jun 01	CDR
7 th Fleet	Sep 01	CDR
CTF 76	Jan 01	LT
PACFLT	July 01	LCDR
CNSWG-2	Oct 00	LCDR
JCS	Aug 01	CDR
NAVSEA	Sep 00	LT
JSOC	July 01	LCDR
NSWC	Dec 00	LT
NSWC	July 01	LT
NSWU-1	Dec 00	LT
NSWU-4	Jul 01 (DLI)	LT
NSWU-10	Jun 01	LT
Enlisted Detailee	Jul 01	LT
SBU-12 Ops	Aug 01	LT
SBU-20 Ops	May 01	LT
OPNAV N34	Mar 01	LT/LCDR
PEP Italy	Jan 01 (DLI)	LT
SDVT-1 PLT CDR	Jan 01	LT
SDVT-2 TU CDR	Apr 01	LT/LCDR
ST-1 PLT CDR	Jul 01	LT
ST-2 PLT CDR	Dec 01	LT
ST-3 PLT CDR	Jul 01	LT
ST-4 PLT CDR	Jan 01 (DLI)	LT
ST-5 PLT CDR	Mar 01	LT
ST-8 PLT CDR	Jul 01	LT
SOCCENT	Feb 01	LCDR
SOCEUR	Sep 01	LCDR
SOCKOR	Jan 01	LCDR
SOCJFCOM	Oct 00	LCDR/CDR
SOCJFCOM	Oct 00	LT
SOCAPAC	Jan 01	LCDR
SOC SOUTH	Jan 01	CDR
USNA Company Officer	June 01	LT
USSOCOM	Oct 00	CDR/LCDR
USSOCOM	Jan 01	LCDR

Selection boards. Now is the time to order your microfiche and prepare for next year's selection boards. If you are in zone for promotion or before the major command or CO/XO screening board, you need to order your microfiche about six months out in order to have time to facilitate the changes with certainty. If you don't know whether or not you are in zone or getting a first, second or third look for major command, CO or XO, call us. Though the schedule has not yet been finalized, the major command screening board could be as early as November. Please plan accordingly.

Education. If you would like to attend the Naval Postgraduate School or a war college in the next year, please get your preferences to us. We have opportunities!

Lateral transfers. There is a change in the selection process for URL officers interested in NSW. The board will now be held semi-annually, in March and September. You will be allowed to apply only once a year. The purpose of the change

is to allow officers to apply before they are under orders in their current designator. The application packages for the next URL transfer board are due February 28, 2001. You must be warfare qualified in your current designator before you are eligible for transfer to NSW.

Hasta la Vista. It has been a pleasure working with each of you and serving the community. But I can't say I'm not looking forward to getting into an operational theater. See you there!

Keep in touch. Contact information for CDR Pybus, PERS-415, can be found in the directory on pages 42-43. □

*LCDR Steve Nelson
PERS-415*

★ Special Operations {PERS-416}



LDO/CWO In-service Procurement Board. Applications for the FY02 LDO/CWO in-service procurement board are due August 1, 2000. We are currently undermanned in both the 6480 and 7480 designators, and will continue the effort of steadily building these communities in order to provide their expertise to the fleet. The submission package criteria can also be reviewed on the "Applicants Page" of the LDO/CWO Web Site located at <http://www.bupers.navy.mil>. If you have an enlisted EOD technician whose professional goal has been to receive a commission, steer them in the right direction to prepare a quality package now!

Selection Boards. We have just finished a highly competitive selection board season, and congratulations to those officers who successfully screened for LCDR command and executive officer in May. Now that the selection board season is over, some general observations are worth sharing here:

- Success continues to come from competitive operational afloat FITREPs!
- Get recommendations for your next career progression billet in your FITREPs early on and often.
- Ensure your FITREPs are written for the selection boards. Avoid EOD-specific acronyms and use standard Navy terminology.
- Keep your record current. All correspondence with a selection board is destroyed upon completion of that board, and none of the material is sent to your official record. A tremendous amount of effort goes into ensuring every SPECOPS record before a selection board has been complete, but the missing material we've called you about needs to be sent in to NPC for inclusion in your record. As I discussed in the last *Perspective*, because your record has

been converted into EMPRS (Electronic Military Personnel Record System) since the move to Millington, it is important to request and verify the accuracy of your service record. When you receive your microfiche, you can tell if it is your "digitized" EMPRS record if it is clear across the top (no orange band).

Overseas Assignment Opportunities:

Command	Rank	Desig	Billet	Fill/Status
PEP FR-CHERB	LT	1140	3rd Officer	0006

CONUS Assignment Opportunities:

Command	Rank	Desig	Billet	Fill/Status
EODTEU 1	LT	1140	Inst Tech/EOD	Gapped
NDSTC	CWO3	7480	EOD Diving DIVO	Gapped
EODMU 7	CWO3	7480	EOD/Train	Gapped
OPNAV	CDR	1140	WEP LOG (N411H)	0012
EODTEU 1	LT	6480	Inst Tech/EOD	0006
EODMU 10	LT	1140	XO afloat	0006
EODGRU ONE	LT	1140	Stf Pln/EOD	0008
EODMU 11	LT	6480	Stf Readiness	0009
MCMRON TWO	LT	1140	EOD	0009
EODMU 11 DET FALLON	LT	1140	OIC EOD	0011
COMOPTEVFOR	LCDR	1140	EOD Equip Sys	0011
MCMRON ONE	LT	1140	EOD	0011

My Relief. CDR Ted Lucas will have relieved me by the time this *Perspective* is released. Ted has had a superb career in all of our functional areas, and has a tremendous amount of selection board experience coming in to the job. Listen to his counsel; he's here to give you the best career advice possible to promote and screen you for your next career milestone.

416B. Mr. Greg Robinson, my assistant for the past two years, received a promotion and has taken over the PERS-440E2 desk, so you may be dealing with a new voice on the phone. Greg's done a great job for our community and SPECWAR, and is now in charge of all subspecialty codes for the Navy. Unlucky for those of you who have sent him t-shirts over the past two years, but I'm certain we will have no problems with sub-specs in the future!

Farewell. It has been an honor to work for this community over the past two years. Leadership at all levels continues to recognize your spectacular performance in tough jobs as your trademark as special operations officers, EOD LDOs and CWOs. Can't say I am not looking forward to my 24-month deployment to Sicily, but I would like to compliment all of you in the field for a job exceptionally well done.

Best regards and Stay in Touch! Contact information for Ted, PERS-416, can be found in the directory on pages 42-43. □

*CDR Frank A. Morneau
PERS-416*

Submarine Picture



{PERS-42} DSN 882-3930, Comm (Toll Free) 1-800-526-3583; Fax (901) 874-2648

★ Captain's Corner



Show me the money! That's a familiar phrase these days, and we are doing our best to do just that. Bonus caps have recently been lifted to \$25,000 for Nuclear Officer Incentive Pay (NOIP) and \$22,000 for the Annual Incentive Bonus (AIB). Your bonus will increase in Oct 2000, to \$19,000 for NOIP and to \$12,500 for AIB. This means that with the FY00 annual pay raise and pay table reforms, a LT over six years is earning nearly \$80,000, and a LCDR is making around \$90,000. This takes into account the tax advantage we receive, but does not include other benefits such as medical, MWR, etc. Although these other benefits do not come in the form of a paycheck, they represent a significant monetary value.

We hope to see NOIP ramped up to \$25,000 by the year 2005. This, along with projected SUBPAY rate increases and an annual pay raise of 3.9 percent, means a LT over six years will earn over \$100,000 in the year 2005! Breaking the "six figure" mark after six years in business is something few companies in corporate America can match. The SUBPAY rate and NOIP increases are by no means a given at this point, but they are our best projections and are very likely. You can get more details on this at our Web Site at <http://www.bupers.navy.mil/pers42>.

Got Education? Did you know that the Navy will pay for your master's degree? There are several programs that allow submarine officers to obtain a master's degree from anywhere in the world.

Tuition assistance will pay 75 percent of tuition costs for any program. However, it is capped at a maximum of \$3,500 per year. The new Graduate Education Voucher (GEV) program will pay 100 percent of tuition and book costs (up to \$20,000 per year for up to 24 months) for any master's degree that leads to an approved Navy subspecialty. NAVADMIN 015/00 describes this program.

Other programs have also become available. The submarine community recently started a graduate program with one of the nation's top business schools, University of Pennsylvania's Wharton School of Business. One submarine officer per year will be able to attend Wharton full-time. Most of the funding for this program will be available through the GEV program.

The submarine community also has four quotas available for the Troy State Executive MBA online program and four quotas at San Diego State University online program. Please refer to NAVADMIN 051/00 for more information on these programs.

There is also the DC intern program for upwardly mobile junior officers who want to get a postgraduate degree and some great DC experience. For details call PERS-421C, LT Eric Svensson.

Finally, there are 30 quotas at Naval Postgraduate School available each year.

A recent policy change has allowed submarine officers to attend these fully-funded graduate education programs, while continuing to remain eligible for Nuclear Officer Continuation Pay, serve the obligations concurrently and renegotiate their contracts if the COPAY payment rates are increased. Please contact your detailer if you are interested in these programs.

Want Upward Mobility? With most of the FY01 promotion and screening boards having passed, it is a good time to discuss career opportunities. A realistic comparison between the benefits of a career in the Navy and one in the civilian sector would make a great topic of wardroom conversation. All of us go through the decision process over whether to leave the service or continue several times in our careers. Getting all the information, both from the Navy and the private sector, is absolutely imperative in making this decision.

On the Navy side, there is some good news in the promotion world: Overall opportunity to O4 has been going up in recent years, and was at 85 percent this year. There's positive news on the screening front as well, with projected opportunity for both CO and XO screening in a long term upward trend. The opportunities are definitely there for those who stay Navy and stay submarines.

With that said, what makes the difference between being selected and not? The biggest factor remains sustained superior performance. It is easy to know when you have completed your master's degree, JPME phase I/II or have diversified yourself by having served on both SSNs and SSBNs. These are all quantifiable, important career moves; but, how do you know when have accomplished that thing called "sustained superior performance?" The short answer is, "you never do." It continues every day in how you conduct yourself at your assigned job, and gets documented in each of your FITREPs. It is up to each one of us to know what's in our record, and ensure that it is an accurate reflection of our documented accomplishments. Order your OSR and fiche, and then talk to your detailer to make sure your record shows what you think it should.

In general, opportunities for personal development and upward mobility continue to improve. If there is something that you need to make the Navy your dream job, we are here to help. We are committed to helping officers who show a commitment to the Submarine Force. At every level in your career, more doors will be open and more opportunities

will be available to those who declare themselves to be career-oriented. We want good officers to stay Navy, and are willing to go that extra mile to keep them. □

*CAPT Bob Holland
PERS-42*

★ Detailer Notes



Recall To Active Duty. Some of you may have friends who departed the Submarine Force for alleged greener pastures on the outside. Some of those friends may be asking you how to get back in to the Submarine Force. In fact, they may have received a letter from COMNAVPERSCOM, RADM Hinkle, informing them that the opportunity exists. Many of their questions about the process may be answered at the PERS-812 Web Page on the NPC Web Site, <http://www.bupers.navy.mil>. In addition, at press time, the DH Detailer, LCDR Mike Holland, will be finalizing the recall of an officer to be a submarine DH. Mike is a good resource for how this process works. Contact information can be found on pages 42-43.

Split Tour Opportunities. DH split tours as a Battle Group Submarine Operations Officer (Sub Ops Off) remain an excellent means to broaden an officer's background and experience. You should have completed 18-24 months of your DH tour to be considered for a split tour. Listed below are several split tour billets which will be available in the future:

Billet	Location	Fill Date
Sub Ops/CARGRU Six	Mayport, Fla.	Nov 2000
Sub Ops/CARGRU Three	Bremerton, Wash.	Jan 2001
Sub Ops/CRUDESGRU Two	Norfolk, Va.	Jan 2001
Sub Ops/CRUDESGRU Three	Everett, Wash.	Feb 2001

All of these billets involve a one to two month training track en route, so contact LCDR Mike Holland at least 12 months prior to your desired split tour rotation date.

SOAC Dates and DH Detailing - The following SOAC dates are provided for planning purposes:

Class	Convene	Graduate
FY00		
00060	Jul 17, 2000	Dec 15, 2000
00070	Aug 21, 2000	Jan 26, 2001
FY01		
01010	Oct 30, 2000	Apr 13, 2001
01020	Jan 22, 2001	Jun 22, 2001
01030	Mar 19, 2001	Aug 17, 2001
01040	May 14, 2001	Oct 12, 2001
01050	Jul 16, 2001	Dec 14, 2001
01060	Sep 17, 2001	Mar 2, 2001

The basic "timeline" for SOAC/Department Head detailing is shown below (times are referenced to SOAC class convening date):

Approximate Time	Event
6-7 months prior	Orders to SOAC issued
3-4 months prior	SOAC Class slated (DH assignments made)
Upon arrival	DH assignment letters issued
1-2 months after arrival	Orders to ship issued

DESRON Manning. There is a unique career opportunity opening for a small number of highly qualified submarine junior officers to gain invaluable experience in battle group operations. We no longer have enough junior officers to man all DESRONs continuously, but there is still a vital requirement to provide 1120 junior officers for deployed periods. To meet this need, we are now offering officers the chance to be assigned to deploying DESRONS for approximately 12 months at the beginning or completion of their JO shore tour, prior to attending SOAC. This period will include pre-deployment work up exercises, followed by a six month battle group deployment. This will be an actual PCS to the DESRON staff, so families would be able to either remain in current locations or transfer to the new location.

This is a terrific chance to do something a little different and see the operations of another part of the Navy prior to your DH tour. The opportunity will only be open to officers who are early enough in their year group to ensure they are not disadvantaged by starting their DH tour late, so contact the department head detailer, LCDR Mike Holland, to ensure you are eligible. You should contact him at least 12 months prior to your current PRD since these assignments are filling rapidly.

The next few available DESRON billets are listed below:

Billet	Location	Approx. Fill Date
COMDESRON 18	Norfolk, Va.	Dec 2000
COMDESRON 28	Norfolk, Va.	Mar 2001
COMDESRON 21	San Diego	July 2001

PXO Dates. The following PXO class dates are provided for planning purposes:

Convene	Graduate
Aug 28, 2000	Oct 6, 2000
Oct 23, 2000	Dec 1, 2000
Jan 8, 2001	Feb 16, 2001
Mar 5, 2001	Mar 13, 2001
Apr 30, 2001	June 8, 2001
June 25, 2001	Aug 3, 2001
Sep 4, 2001	Oct 12, 2001

PNEO Exam Dates. The following PNEO exam dates are provided. For the most current dates, please visit our Web Site at <http://www.bupers.navy.mil/pers42>. As a reminder, duty history forms should be sent out at least one month prior to the desired exam date. To reserve a seat for an

exam, please contact LT Eric Svensson. Contact information can be found on pages 42-43.

July 10 July 24 Aug 14 Aug 28

Major Command / DH Screening Board. This year's major command and DH screening boards will convene in December 2000. Those officers who were selected by the FY01 O6 selection board will receive their first look for major command. YG95 officers will receive their first and only look for DH.

Submarine LDO / CWO

As the focus of this Perspective is "stay Navy," I wanted to share a few thoughts from the Mustang's perspective. Once we became LDOs and CWOs, we had already figured out we were career Navy and were in for the long haul. Since it seems that "stay Navy" is synonymous with LDO and CWO, what could I possibly come forward with that would be new about Mustangs "staying Navy?" Well it really is not new, but what I have seen in a little over a year is that more and more LDOs and CWOs are opting for civilian life at the 20-year point. I encourage all whom are approaching the 10-year commissioned point for LDOs and the three-year window

for CWOs to give serious consideration towards a longer Naval career. Promotion opportunity to LCDR, CDR, CWO 3 and 4 are all up, and by all indications will stay up. There are many, many exciting opportunities in the future, across all designator lines. In these days of tight budgets and increasing commitments, many are realizing that the experienced LDO or CWO is the correct officer to get the job done and done right. There has never been a better time to seriously consider a Navy career beyond that 20-year window, because there is truth to the statement, "Navy Life, Getting Better Every Day!"

It is time to say farewell to LCDR Steve Cole. Steve has done a great job as the assignment officer over the past two years through some difficult times. He stood up the Sub LDO/CWO operation here in Millington, experienced "excitement" with computers, air-conditioning and just plain electricity in those first few months and has done one heck of a job. We wish Steve all the best as he departs to take command of Resolute (AFDM-10) in Norfolk, Va. We welcome LCDR Tom Armstrong who arrives from Strategic Programs Headquarters in Washington, D.C. Tom brings with him a wealth of experience from the fleet, and will put it all to good use representing each and every one of you. Tom will continue to detail LCDRs and below and all CWOs. □

Aviation Picture



{PERS-43} DSN 882-3974, Comm (901) 874-3974; Fax DSN 882-2721, Comm (901) 874-2721

★ Captain's Corner



As we go to print, the Navy is celebrating a new list of CAPT selects. All the 43 bubba's offer their congratulations on this extraordinary professional accomplishment. I am further reminded that now might be an appropriate opportunity to review some of the issues facing new CAPTs. As an O6, you'll be asked to fill at least one sea duty billet or one foreign assignment. Some of you will fill more than one and possibly both, according to your personal qualifications and the needs of the Navy.

Please know that PERS-43 will do everything possible to match your career, desires and fleet needs, but you can substantially assist in molding your fate through contact with this office. Ensure your contact data, E-mail address and phone number are updated and correct. Deliver your

special needs, EFM status and the like. Let us know what you desire so we don't have to negotiate at the 11th hour.

I offer some insight into the manning business, so that while you focus on the operational and mission issues, we can ensure we retain a balanced picture of the issues. My job is to ensure you have the right people in the right numbers to achieve mission success. Your job also includes recruiting and retaining quality officers, and without a cooperative effort, neither of us will be successful. Achieving the current manning level of 55,000 officers was painful, but the drawdown is now complete and the real challenge, retaining the right folks, is erupting around us. In the Bureau, we are changing nearly everything about the way we've historically done business. We are engaged in a war for people, and you are behind the enemy lines. It sounds trite, but it's true. We are fighting to retain every single officer in aviation. The T-Notch manning plan requires frequent course changes, and the efforts thus far may fall short unless we incorporate the changes that will stem an exodus to the civilian ranks. The changes we, as a Navy, incorporated are evident in a variety of areas: significant increases in pay and bonuses, retire-

ment calculations, IDTC requirements and fundamental modifications in the institutional detailing process. The Chief of Naval Personnel, VADM Ryan, has used every opportunity to highlight our number one priority: recruitment and retention of quality personnel. It isn't just his job, it's ours as well.

We understand the changing landscape surrounding our Navy. Working spouses, family stability and conflicting priorities between family and the Navy remain the most frequently discussed issues. As your detailers, we want to be part of a solution and not become the biggest challenge you will face as career officers. To ensure success, we need your involvement, your cooperation and your commitment to the long haul. In response, we'll make new rules and change old habits in order to tailor your desires as best we can to the fleet's needs. We have experimented with issuing multiple orders and guarantees of follow-on assignments; both with great success. If we ask you to do a hard job for us, we're committed to rewarding you for the sacrifice. We are reviewing potential options for different career tracks that will allow adequate numbers of assets for the production of our future aviators, new opportunities for senior officers to extend their flying careers, etc.

This is about more than just money; it's about family, the Navy family, because ours is truly a family business. Over half of the aviation officer corps was a dependent themselves. We are raising our own relief, and we should strive to be ancestors of merit and note.

Call me with your thoughts and input, we don't have all the answers, but if you contribute, maybe we can gather most of them. □

*CAPT Eric "Sodbuster" Benson
PERS-43*

★ Aviation CDR Detailer {PERS-431}



CDR Dan Lynch has joined us in the aviation CDR detailing shop. Dan is replacing CDR Dave Ricker who has moved to the PERS-43 Deputy Director position. Dan recently finished a tour as the CO of VP-26, and will be detailing all VP and VQ 13xx CDRs and CDR selects.

Retention for CDRs is frequently an issue of choosing between retirement and another set of orders. We have a wide variety of challenging billets available, that for many present a very attractive alternative. For those who have completed sea duty as a CDR, there is a wide variety of

available CONUS shore duty jobs. While most of these are in the typical Navy locations, we frequently have billets in numerous other locations. Some of these include NROTC XO, JROTC area coordinators and NAS XO positions. We have recently started offering some CDRs the opportunity to return to flying as an instructor. The target audience for these "twilight twenty" positions are CDRs who did not have a CO tour but have completed sea duty as an O5.

A preliminary look at the results of the FY01 O6 URL selection board shows a 94 percent or better selection rate for in-zone 1310s and 1320s who had command as an O5 and have not requested retirement. Congratulations to our 71 new aviator CAPT selects!

The key to finding a desirable billet is to communicate your desires with your detailer. With the variety of jobs on our plate, it is impossible to match you with the best fit unless we know what you desire. Don't be afraid to ask, the worst we can do is say "no," and we just might surprise you with a different answer. In 431 we utilize, and request that you also utilize, the following timeline when negotiating orders:

- establish contact within a year of PRD
- discuss specific billets nine months prior to PRD
- narrow the search by six months prior to PRD
- release written orders by four months prior to PRD.

We do not operate on a first-come, first-served basis. Trying to accelerate or delay this timeline is not advantageous to you or us. □

*CDR Pokey Keller
PERS-431
CDR Dan Lynch
PERS-431A
CDR Chip Dobson
PERS-431B*

VF



How many of us have been outside and caught by the sound of colors? We then stand at attention, facing the music, saluting if in uniform, possibly feeling slightly foolish as we watch others ignore the ceremony and go on about their business. Yet think of what we honor by the simple act of standing at attention for a few brief seconds. We honor a grand and rich history; we honor hope and loss; we honor our nation and our comrades in arms. With morning colors, we look to the birth of our country, the ideals it represents and the hope and opportunity it offers to all. Against the morning sun, the simple ceremony of raising the flag, the banner of our freedom, represents the growth and triumph of the greatest experiment in democratic rule in history. We look not only to our flag, but also to our bedrock principles

of individual liberty and self-rule, and dedicate ourselves anew to preserving and protecting those principles. Evening colors plays for our fallen comrades in arms. We remember those who have given their lives – and everything their lives might have become – in service to our country. We remember the unknown soldiers, and we remember our friends – Rhino, Lurch, Planet, Chowda, Sprout, Chickenbone and so many others. Against the setting sun we honor their supreme sacrifice, and carry their efforts forward. We can do no less.

The ideals and principles of our country have not come without a price: nothing worthwhile ever does. We in the service have often been called upon to pay part of that price, and in turn our Navy is doing what it can to compensate us – but it can never be enough. There is no amount of money, no bonus or benefits package, which can pay one enough for service in the call to arms. Nor should we value ourselves simply by what we are paid, but rather by the responsibilities we have been asked to assume. We have sworn to support and defend the Constitution, the guiding framework of our government and nation, and the practical embodiment of our founding ideals. We have sworn to defend it, if need be, with our lives. With that oath, we stand at the bulwarks of liberty itself. With our uniform, we wear the cloth of our country – the flag we see at colors – and embrace all it represents. □

*LCDR Eric “Hammer” Phipps
PERS-432G*



“Stay Navy.” Wow, what a topic! By the time this article gets to the fleet, I will have been on the job for a full year. It does not seem like that long ago when I was writing my first article to introduce myself. In that time, I have had numerous discussions with, and read many letters from, individuals who have elected to resign. From that and from my experiences prior to this tour at the Bureau, I believe I have a good understanding of the dissatisfiers out there pushing people over the fence. Because of my position, I have also been in tune with efforts to address these dissatisfiers.

Years ago when retention discussions arose, it was often said that it was not about the money. While money is not the only factor driving people out, it is certainly part of the “quality of life” equation, and is showing up more frequently in resignation letters. This year’s pay raise, the ACIP eligibility extension and the new ACCP (bonus), are measures that have been taken to address the money issue. While the amounts are not dramatic, they are a start, and there is continued pressure for further increases (some could be approved before this issue is released). No, we cannot compete with the civilian market, but we are trying to make life in the Navy more affordable.

Another point of discontent, being that we are all aviators, is the amount of flight time we receive. This issue is directly linked to the funding available for fuel and parts. Shortages here have caused reductions in flight time for a number of years. While there is still room for improvement, there have already been significant increases on this front, and more are expected to come.

Even though deployments are an understood part of life in the Navy, they are still difficult. However, the changes I have witnessed just from my first cruise to my most recent one have been significant. I remember going a couple weeks at a time without a letter from home. Now, ship’s E-mail and phone capabilities have us communicating almost daily with family and friends (or the detailer in some cases!). In-port time has increased over the years, and flight time/trap counts have also gone up as the leadership recognized these as dissatisfiers. Preparation for deployment has also become more bearable with recent reductions in the IDTC and the elimination of selected inspections.

Leadership often takes the blame for what is wrong in the Navy. I believe that the above improvements are an indication that things can change for the better. We have come a long way since 1991. The leadership is listening, whether in open forums, counseling sessions or resignation letters. Changes have come, they have just taken time. We need to continue to communicate what changes need to be made in order for them to take place.

Navy life, while not easy, is still an incredible opportunity. Millions would trade seats with us in a heartbeat. The future, especially in our community, has much to offer. I know that many of you are making some tough career decisions. I ask that you please give me a call so I can hear your thoughts. It is your decision to make, so I will not pressure you or hold anything against you. I just want to do what I can do to help.

When this hits the streets, we should be finishing up our last round of fleet visits prior to selection board season. I look forward to discussing all of these issues in the ready rooms and individually. As always, keep the phone calls and E-mail coming. Fly safe and have fun! □

*LCDR Patrick “Sparky” Lefere
PERS-432F*



Recent surveys of Navy officers indicate that the decision to remain in the Navy hinges largely on the following considerations:

- Compensation
- Separation
- Perks
- QOL
- Leadership
- Job satisfaction

As your detailer, I obviously cannot directly impact all of these factors, but I can certainly have a big role in your job satisfaction (matching a job to your interests/talents), amount of separation (type of command) and QOL (geographic location). Also, I play a role in your compensation for hard work. How, you might ask, since I can't write a check to each person receiving a breakout FITREP. Since the Navy's pay system is fairly rigid, the hard-chargers won't be compensated monetarily (at least right away), but instead in the form of follow-on orders they receive. One of the first things I consider in the detailing process is professional performance. While it's not the only factor (timing, level of qualification and personal preference are also important), when all else is equal, the person with the stronger record will get the job. So, when it comes time to make your career decision, you and I should be talking. All the aviation detailers have been directed to contact constituents 18 months prior to MSR, so that we can be an active part of the career decision-making process. If you fall into this category and I haven't spoken to you yet, please give me a call.

The detailing process seems to mystify many people, and I don't blame them. As the detailer, I'm supposed to be their advocate, which makes them wonder why they can't get the exact orders they desire. I sense this frustration may represent yet another retention-related issue, so I'll discuss it now. As detailers, our actions are driven by the needs of the Navy, the career progression of the individual and the preferences of the individual, in that order of priority. Currently, there are more available billets than the number of available officers, so to a certain degree the scales have tipped to the side of the needs of the Navy. This doesn't mean that your personal preferences don't matter, but simply that you need to be flexible and not have your heart set on just one job. Provide me with a range of jobs and locations that interest you.

As of the time this article is being written (mid-April), the following issues are driving the order-writing process for the VAQ world (for more up-to-date information, see my Web Page on the BUPERS Web Site.)

First shore tour orders. Manning at production sources remains the priority throughout the rest of the year. If your record is strong and the timing is right, you may be able to do something else. The good news is that if you want to stay in the cockpit, I can probably make it happen. If you want to stay in Whidbey, there's most likely an opening at VAQ-129, EAWS, COMVAQWINGPAC or AVEWS.

Second sea tour. While carrier manning remains the priority for Naval aviation, I do have several CARGRU/CRUDESGRU EWO jobs to fill. Availability is limited, so if you are willing to terminate shore duty somewhat early, you

improve your chances. Tours at COMUSNAVCENT in Bahrain can count as your second sea tour, even though they're not aboard ship. Tours there can be as short as one year (unaccompanied), there are financial incentives as well, so give it some thought. I don't foresee many super-JO slots coming available before the spring of 2001.

DH tour. The EA-6B Placement Officer (LCDR John Meier) is planning to do the DH slate every six months. If you haven't been slated, or you're a newly promoted O4, make sure I have your squadron preferences (broken down as Expeditionary, East Coast CVW, West Coast CVW). The slate is continually being tweaked, so be flexible and don't be surprised if changes come your way. Since there is no longer a DH screen board, the number of O4s in a squadron will be higher throughout the next few years. This means it is especially critical now to get into a squadron on time or early to realistically compete for a FITREP ticket.

Post-DH tour. It's important to show promotion/screen boards that you haven't "taken the pack off," so I generally recommend joint, JCS or war college billets. There are some other types of career enhancing billets out there, so don't hesitate to bring one to my attention, and we can figure out if the job is right for you.

Some final thoughts on retention. Surveys have shown that spouses/families play a critical role in career decisions. Make sure I'm aware of family circumstances that impact your job preferences. Also, be sure the spouse understands the detailing process and the timeline involved. Finally, when you make your career decision, remember it's easy to see the (supposed) strengths of the private sector (compensation, choice of location, no collateral duties, etc.), but you may inadvertently overlook Navy benefits that you have come to take for granted (the adventure, leadership opportunities, training/education, financial security, solid pension, to name a few). The decision is up to you, just be sure it's an informed one. Let me know if I can help. □

LCDR Paul "Scrappy" McKeon
PERS-432K

HELO (Sea) / HELO (Shore)



For the Navy's true unrestricted aviators, the future is looking extremely bright for the helicopter community, but not without the proverbial challenges. As our helicopter master plan continues to unfold, and the possible reorganization appears to be imminent, one of the helicopter community's biggest challenges left to be faced is T-Notch manning, and how we can successfully meet the needs of the fleet with the personnel shortages in YG93-96.

Applying traditional continuation rates to current inventories, we will have severe shortages as the T-notch year groups work their way through the system. Therefore, we need to significantly increase retention rates and lend a hand in contributing to a positive and informed career decision. Normal retention tools such as bonuses, mentorship, promotion and command opportunity will no longer be enough. It is imperative that we maximize every opportunity to retain these quality warriors.

Our customary job security, call to duty, retirement and tax benefits are all incentives that have rewarded past helicopter pilots to serve for 20-plus years of service. Recent increases in base pay, flight pay, bonus programs and the significant improvements to retirement pay are all indicators that the Navy has recognized and reacted to quality of life issues.

An intangible benefit that will gradually become more apparent is the upcoming fleet introduction of the CH-60S, and the SH-60R's introduction just over the horizon. These new platforms and their weapon systems will become increasingly important to the battle group commander and vital to the Navy's mission. In addition, the prospect of flying one of the newest aircraft in the Naval aviation inventory is a sought after challenge, and one of the many reasons to fly and stay Navy.

By the time you read this article, LT Brett "CG" Crozier will have completed his turnover with LCDR Dana "Doc" Gordon (who comes to us from HSL-44). We wish good luck to CG in his upcoming adventures, and thank him for his efforts in JO detailing and the flawless management of both the bonus and flight pay programs.

Hopefully, most of the JOs have had a chance to contact Doc about orders. But if not, we encourage everyone to call/E-mail 12 months from their PRD to ensure the maximum opportunity in their follow-on tours. In addition to Doc, we welcome LT Craig Sicola from HC-8 to the PERS-43 team. Craig will be taking over management of the bonus and flight pay programs, as well as the initial pilot/NFO assignments.

As always, we welcome your questions and comments, and hope that we can help you make the most informed decision about your future as possible. □

*LCDR Bob "Linus" Lineberry
PERS-432Q
LCDR Bob "L+ 10" Laubengayer
PERS-432H
LCDR Dana "Doc" Gordon
PERS-432D
LT Craig "Spicoli" Sicola
PERS-432T*

VAW/VRC



Well, I am starting this article for the fifth time now. So far, the few articles that I have written for this publication have basically centered on billet/job availability. The topic of this particular issue is "stay Navy." In trying to decide what to say, so you guys wouldn't make too much fun of me, I looked to my own experiences and some training I received recently in a career decision workshop. I will have been in the Navy almost 19 years by the time this issue hits the street. Why? The bottom line is that the good things for me have far outweighed the "others" during my time in the Navy.

Why do people get out? Honestly, this isn't for everyone. We really can't support everyone staying in. But the truth is, right now, we need to keep more of you guys than we are. Let's look at a few reasons that are cited for getting out.

Money. None of us joined the Navy to get rich. Most only want to provide a comfortable life for themselves and their families. Are there better paying jobs on the outside? Of course there are, but not all private sector jobs pay better. The Navy has done a lot in the pay department. Base salary continues to get better, and receives a lot of attention. Bonus money has started to flow, and will only get better. These issues have the attention of the leadership, and they are moving to make things even better.

Location. "I don't have to move as much as I do right now in the Navy." Probably an accurate statement, but I think that the truth of this matter is that to be successful in the private sector you are going to end up doing some moving as well. Will it be to some of the spots you might end up while in the service? Probably not. I do believe though, that the variety brought on by different jobs/places certainly prevents the boredom of going to the "factory" every day. Where else can you step out of an airplane in Key West for an SFARP Det, or go back home for the "airshow."

Separation: The big one. No one wants to go away from home for six months. The leadership is working to reduce time away from home during the workup and post deployment periods. They are making a difference. I suspect the private sector does some traveling as well, probably not for six months though. It's never easy to leave home and family behind for a cruise. However, it is a chance to get out and do what we have been trained to do. I will borrow some words from my boss in this department, "While the cold war has ended, evil still lurks on the borders of the empire." If you think about the true meaning of these words, they ring true. Everyone who does this is a true patriot. Whether for the term of your initial obligation, or for 30 years, all who serve are heroes. What we do is still required in today's world. Whether you are told so or not, every one of you is a hero of the highest caliber for stepping up to the

plate. During the day-to-day grind to keep the squadron running, we forget sometimes what the end result of what we do is. Look around you the next time you sit at a red light, eat in a restaurant or go to the ATM for money. The people around you are doing the same, because of what you do and the sacrifices that you make. Remember, people do appreciate and respect what you do, and it is necessary in today's world. Some days are harder than others. Living in a room the size of a closet for six months with Brent Trickle certainly wasn't easy!!

Before I got to the Bureau, I really did not know how much the leadership cared. It may sound corny, but the guys at the "top of the food chain" really are paying attention to what the JOs have to say about the state of the Navy today. They are listening and reacting. Now does that mean that everyone gets exactly what he or she wants for orders? No, I wish it did; the day would be much more pleasant. Certain jobs out there - production sources on shore and CV/CVNs in the fleet - have to be manned.

Specifics for the next year

1st tour NFOs to shore: FRS/NSAWC/TRACOM will continue to be the priorities. There will be some opportunity to pursue other jobs. Overseas PEP billets, ashore staffs and educational programs are a few examples. I realize you guys have been hearing this quite a bit, but we just don't have large numbers of VAW NFOs in the YGs getting ready to roll to shore over the next year. I have to keep the production sources manned.

1st tour pilots to shore: TRACOM will be the priority over the next year. FRS manning is pretty healthy in the pilot department, but there will still be some opportunity to get to the RAG. C-12 slots are fewer, but possible - heavily timing-dependent. Several shore opportunities are out there, including educational programs.

2nd Sea: CV/CVN will be the priority here. Staffs will be secondary. Everyone's timing is a little different, so give me a call and we can go over it. There are very limited opportunities for CAT 1A tours outside the WTI program.

Post DH: STRATCOM has some joint jobs available in Omaha. Several jobs out there opening up - some flying. War College is always a possibility - limited numbers available for Navy, typically two per class. Similar numbers exist for Air Force and Army. Marine Corps numbers are very limited. If you are interested, let me know early so we can work your timing.

Well, I've "talked" enough. Bottom line, the Navy can be a great career with plenty of opportunities. Bonus dollars, educational programs and a chance to be on the "front lines" are just a few. Fly safe out there.

Warfare Transition

The warfare transition or lateral transition program is one way that we are attempting to keep qualified pilots and naval flight officers in our business. The board meets twice a year (June and December) to consider applicants for transfer across communities within aviation. What are the selection criteria? Basically, the board looks at a couple of items:

- Manning of the losing community.
- Manning of the gaining community.
- Your performance - both on the ground and in the air.
- Your ability to complete training, some type of CAT 1A tour and complete a DH tour prior to your first look for CDR.

MILPERSMAN 1542-020 provides the basics. If you are interested or curious, drop me an E-mail and I will answer any questions. Your detailer is also a great source of information on the program. □

*LCDR Mark "Snapper" Jackson
PERS-432E*



These days the "buzz" around the VP puka deals with CAT1A, or "Super JO" billets, which are being created. We receive numerous calls each day from interested officers asking if and when they can apply for the program. Although BUPERS is not involved with the program's inception (other than billet management), we are kept abreast on what the program will involve. Currently, it is hoped the first Weapons Tactics Instructor (WTI) course will be held this fall and, thereafter, twice a year. Although much remains to be resolved, the intent is for officers to be identified during their first squadron tour, receive WTI qualification enroute to their first shore tour (FRS, TSC, Wing staff), after which they will report back to a squadron (in lieu of a disassociated sea tour). The obvious benefit of having a WTI in each squadron is to increase warfighting skills and maintain a level of combat readiness, which will continue to make VP an invaluable part of any CINCs battle strategy.

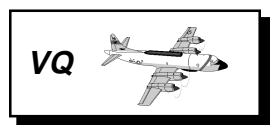
What does this have to do with retention? First, it should serve as an example of how dynamic our community is, and how we are changing to meet challenges of war fighting in the 21st century. Our aircrews are flying missions which would have been unthinkable five years ago. We have fired SLAMs under combat conditions and are no longer confined to just "over-water" flights. The addition of WTIs into each squadron will only serve to increase the emphasis placed on tactical proficiency and will undoubtedly lead to increased opportunities for crews to train and (possibly) fight with new weapon systems and sensors.

Another “new” policy, which could affect your decision to stay in is Aviation Career Continuation Pay (ACCP). At the time of this article’s writing, many of you have already submitted requests for various ACCP contracts. Receiving an extra \$10,000-\$15,000 per year for going back to sea duty isn’t something to treat lightly. In addition, indications are that ACCP will continue to evolve to meet the challenges of retaining quality officers. This may result in more lucrative payments and/or contract lengths.

Many comments we receive from folks deal with a lack of flying/instructor type billets. While there is no way we can “create billets” at commands which are fully manned, this is a continually changing situation. For example, while we have not sent many officers to T-44 duty in CY00, for CY01, there will be approximately 21 billets to fill. Also, we can expect T-34 billets to increase by about a third, and we have just filled the first four JPATs billets. For NFOs, the FRS, Wings, 562nd and VT-4/10 all have billets which need to be filled. The bottom line is that as the pool of available manpower decreases, naval aviation must focus on keeping “pipeline production” running smoothly, which will result in increased opportunity to fly and instruct.

So what should be the best reason for “staying Navy?” Apart from service to one’s country, it is hoped this article has shown a few of the possibilities which will await those who stick around. Pilots and NFOs will be able continue to do the types of things which made the Navy attractive to them in the first place; specifically, fly in a tactical environment and pass on their acquired knowledge to younger aviators. □

LT Craig Dorrans
PERS-432P
LT Andy Westerkom
PERS-432I



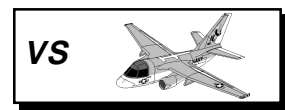
This will be my last article as your detailer. LCDR Charles “Chocko” Baker will be relieving me. Chocko is fresh off his DH tour, and will bring a long needed TACAMO perspective to the office. I will still be here, but in a new capacity as the VQ placement officer. LCDR Ken “Cheech” Caraveo has been carrying the torch for us on the placement side, and I would personally like to thank him and all the previous VAW bubbas for taking such good care of us over the years.

Now let’s get down to business. What can we do as detailers/ placement officers to keep you in the Navy? The answer to that question is different, depending on who you ask. I can tell you that from discussions with many of you that quality of life is at the top of the list, along with pay and promotability. I think the VQ community, both TACAMO and

EP-3E, offers a wonderful opportunity to have a great quality of life and the opportunity to have operational command and beyond. On the EP-3E side of the house, our opportunity to have command beyond the squadron level has now expanded to major command with the recent integration with the VP community. Although we have been working with our VQ brethren in the past, our relationship was informal. We now have officers on all their staffs, some in influential positions, and have formalized our relationship with the VP bubbas. It is only a matter of time before we get a shot at the front office on a VP/VQ wing. So now both sides of the house have the opportunity to have MAJCOM. Now let’s talk about quality of life. I cannot promise you that you won’t go to the CVN or sea going staff at some point during your career. You will if you stay. What I can say is that most of you will be able to fly through 20 years if you want, with the exception of two years on the ship (normally following the first shore tour). Some of you will do it later in life. From that perspective, our QOL is pretty good. With the exception of VQ2, the other squadrons are all located where many of you can stay for more than one tour (read—family stability). It is very difficult for most officers to stay in the same location for more than two consecutive tours, although, it has been done successfully by a few. In order to satisfy the promotability piece of the puzzle, most of you cannot stay in the same location forever. As far as pay is concerned, the initiatives like the new bonus structure and the QOL pay raise are designed to compete more favorably with the civilian sector.

There are many other reasons to stay in the Navy, but they are many and varied. Your country needs your leadership at a very critical time in history. One of our responsibilities is to make it easier for you to make the decision to stay. Help us do that by offering constructive criticism and ideas to your chain of command, or call me and discuss it with us. We will make time for that. It has been a pleasure to serve as your detailer, and I look forward to working with many of you as the new placement officer for the community. Fly safe. □

CDR “Opie” Taylor
PERS-432U
LCDR “Chocko” Baker
PERS-432U



Stay Navy! This is by far the toughest article I have been tasked to write. Many times in my career, I would have opened *Perspective* looking for an article or piece of information that would motivate me to stay Navy. In my tenure as detailer, I have talked to many aviators who decided to stay Navy. I have also read quite a few letters of resignation. The decision to stay or go is far too varied and

complicated to cover in this article. It is a personal decision. Maybe you were not meant for this lifestyle. In that case, you will leave. However, if your desire is a career in the Navy, you can still have one. Yes, even with the pending retirement of the mighty S-3B Viking. The retirement of the Viking has caused an interesting turn of events. I hear JOs asking about command opportunity, career paths and transitions. I will try to answer these questions. Historically, the key to success in Naval aviation has been competing against large numbers of officers, preferably aviators. A FITREP 3 of 30 is far better than 3 of 5. If you have any concerns about future billets, use this rule as a guide. If you have a successful squadron tour, you could go just about anywhere, provided we have a billet. You should still go to a command with a cadre of aviators. The FRS or a training command would be best. After your 30-month shore tour, you will go to your second sea tour, either as ship's company or in a staff billet. I know this may be a source of anxiety. To alleviate some of that anxiety, you will get a bonus currently set at \$12,000 per year. Your second sea tour could be your only non-flying tour in your 20-year career. After you complete your second sea tour, you will be offered a DH tour. Currently, the S-3 community needs every one of you to do a DH tour. Even with the annual retirement of squadrons proposed in the Viking Sundown plan, the Viking community still has a tremendous need for you. The DH tour bonuses are currently \$12,000 to \$20,000 per year, for a 30-month tour. The completion of your DH tour opens a plethora of opportunities. If the Sundown plan is executed, you will be screened for command with all of your S-3 brethren, and post-DH transitions will be the norm. With the selection for command, you will be slated for a transition. The command bonus is currently \$15,000 a year for three years. Even if you are not selected for operational command, there are still flying and command opportunities in the training command. The fact is that while the S-3B Viking may be going away, your command opportunity is still very good, and you get the opportunity to fly another platform. Of course, all this depends on your performance. I know a lot of you may be a little skeptical, and as well you should be. I can only tell you to get the facts. Look at the A-6 aviators who have transitioned to VS commands. Look at the monetary bonuses and pay raises. All of these things should be considered in your decision to stay Navy.

This will be my last *Perspective* article. I am currently turning over with LT Doug "Shoe" Walker. He will introduce himself in his first article. I am heading back to the fleet for my DH tour. I have decided to stay Navy! See you in the fleet. □

*LCDR Paul "PT" Tanks
PERS-432S*

Mustangs



Retention in the Navy is a subject the mustang community normally doesn't need to address. However, if you're contemplating retirement or possible reversion, there are a couple of bright spots within the community's future. An informal discussion with our community manager indicates that the College Degree Completion Program could come back. If funded, it will happen sometime in the very near future, and will target the junior LDO/CWO. Also, promotion opportunity for W-3/4 and O3 to O5 is projected to be up five percent from last year.

On another positive note, we have picked up a few officer recruiter billets. If you are interested in this type of challenge, let us know early on in the assignment process, and we'll try to make it happen.

The following is a list of frequently requested references: MILPERSMAN 1810-020, Officer Retirement Information; SECNAVINST 1811.3M, Voluntary Retirement and Transfer to the Fleet Reserve; MILPERSMAN 1100-060, Voluntary Termination of LDO/CWO; OPNAVINST 1000.16 Total Force Micro Management System (TFMMS), used to re-designate officer billets.

Finally, let's welcome CDR Gary Ranno as the new Head Aviation LDO Detailer, and bid farewell to CDR Dwight LaMont, the former Head Aviation LDO Detailer. The community really appreciates the superb job CDR LaMont did while in "the chair." Good luck in your future assignment, and we'll hold down the fort here in "tornado alley!" □

*CDR Gary P. Ranno
PERS-432L
LCDR Kris B. Hancock
PERS-432M*

BUPERS Access...on the Web and better than ever

Did you know that you can submit duty preferences online, and command reps have access to personnel information for their entire UIC(s)? This powerful tool displays up to date status of "gains" and "rollers," SRB, advancements, selection boards, retirement and much more.

Visit BUPERS Access today via the NPC Web Site at <http://www.bupers.navy.mil>, and select the "BUPERS Access" button from the menu.

Restricted Line, Staff Corps, TAR

★ Engineering Duty {PERS-445}

DSN 882-3994/3294

Comm (901) 874-xxxx

Fax: DSN 882-2677, (901) 874-2677

Web Site:

<http://www.bupers.navy.mil/edo>

A Career Change in the Navy. If you are considering a career change, a lateral transfer to the Engineering Duty Officer (ED) community may be for you. If you have completed your submarine or surface warfare qualifications, have an undergraduate degree in a technical field and want to work exclusively as an engineer, you should consider the Engineering Duty Officer community. As an ED, you will continue to apply the valuable experience you have obtained as an Unrestricted Line officer while working in one of the most rewarding jobs in the Navy. All your accrued benefits remain intact. Other benefits from "staying Navy" as an ED include a guaranteed master's degree at either MIT or the Naval Postgraduate School. We also offer a submarine warfare qualification program and promotion opportunity equivalent to the URL communities. For more information regarding the type of career path and details on assignment possibilities as well as information on how to be an ED, check out our Web Site at the address above, or call one of the detailers.

FY01 Job Slate. Your detailers are hard at work formulating the FY01 assignment slate. If you have not recently communicated your assignment preference to your detailer, or if your assignment desires or family situation has recently changed, now is the time to send off an E-mail to keep your record up to date. Every effort is made to meet your personal desires, but we need to know what they are. Including a second and third preference is highly recommended. If you have special family needs, you need to check into the Exceptional Family Member (EFM) program and see if you qualify. If you have a family member in the program, you must ensure the information is current and all required periodic evaluations are complete.

All officers should plan to receive orders and rotate at PRD. If there is a need or a desire to stay in your job, a PRD extension request should be processed now. Although we try to avoid early rotations, some officers may need to rotate earlier than PRD to fill critical needs. Critical positions such as sea jobs will be filled first with contact reliefs. The plan is to have the job options determined and communicated to the officers by November. Officers do their homework on the jobs and provide their personal preference. We

then take the feedback from the officers and other sources, and based on the detailing triad, make the best decision. As always, the needs of the Navy will take priority. Our goal is to have the slate roughed out before the Christmas holidays and to provide orders in-hand six months before transfer, whenever possible.

One of the most common communication problems we run into is officers sometimes misinterpreting a detailer's question, "Would you like this job?" to be, "You can have this job." We will ask several officers about every job so we can satisfy as many people as possible. Officers should not assume the assignment is theirs unless the detailer is very clear on that point. The best indicator that you have the job is when you see the orders!

Web Site changes. We have been working on making our Web Site more user friendly, and providing more of the information you have requested. If you have not visited it lately, check it out. We regularly post community information and job opportunities there. Make it your Home Page so you don't miss out. Keep those suggestions coming.

New Detailer Assigned. LCDR Dave Kohnke has joined the Millington detailer team. Contact information can be found on pages 42-43. Dave will be detailing first-tour transfer officers as well as managing the ED Option and recruiting efforts. Stop by and say hello if your duties bring you to Millington. □

★ Aerospace Engineering & Maintenance Duty {PERS-446}

DSN 882-4108, Comm (901) 874-4108;

Fax: (901) 874-2632

AMDO Picture

A career as an Aerospace Maintenance Duty Officer (AMDO) brings with it numerous challenges and very rewarding experiences. To keep you fully engaged in the Navy and to inspire you to a Naval career, there are several important elements that you must consider to reach that goal.

Your career management is a joint effort by you and the detailer. As many of you have learned at community/detailer briefings, career management involves filling Navy require-

ments, career progression and personal desires. A perfect scenario is definitely possible, but requires flexibility, an accurate picture of available assignments and timing to balance the triangle. Your understanding of this process is beneficial for all involved: you, your family and the detailer.

In career planning, continuing education is a must. Previously, a master's degree was considered nice to have to promote to O6, but recently it has become a standard. Competition is keen, and graduate education is viewed as a return on investment and an increased ability to contribute to the Navy. Continuing education for the senior AMDO includes membership in the Acquisition Professional community and certification in an acquisition field. This training and education will build upon and enhance the operational experience gained in the initial 8-10 years of your career. You learned first hand the difficulty in utilizing poorly designed or supported systems/hardware in your O and I level tours. Your tour in OPNAV/NAVAIR is an opportunity to ensure future maintainers have the best systems available.

Do your future goals include a command tour? AIMD officer at a major air station or on board a CV/CVN should be in your sights early in your career. Major AIMD officer tours are considered "command equivalent" tours. Opportunities for command as an O6 include program manager, or CO/XO of a depot or major shore installation. Every Naval officer should look forward to and strive for this milestone.

Your motivation and whether or not you're still having fun supporting Naval aviation is embedded in your initial operational tours. CAPT Hardee, Deputy Program Manager PMA 260, said it best; "The fleet jobs will probably be the most fun you will ever have professionally. Enjoy your fleet assignments, wherever they are. Remember your ultimate fate in the Navy should you decide to continue to advance." Remember, the foundation for your success in the Navy is sustained superior performance in the tough jobs, both ashore and afloat. This will ensure continued promotion and a successful Naval career. □

AEDO Picture

Although this issue's topic is "stay Navy," the AEDO community has stayed Navy, and our end-strength and numbers are stable. If you are considering other options outside the Navy, you may want to look at alternatives within the Navy prior to making that decision. Instead of leaving, consider a career shift to the AEDO community. It will provide new challenges that combine your experience and interests in aviation with the development, engineering and procurement of aviation products.

The missions currently being performed by AEDs are in direct support of providing the tools to the fleet aviators to

perform their mission. To serve in the leadership positions of this community, statutory code requires extensive dedicated experience in appropriate billets.

The AEDO Mission. The overall mission of the AEDO officer is to provide effective material management to all air and space weapons systems throughout their life cycle. The AEDO function is described in the Combs Board Report as follows: "To provide direction to the technical and material elements of the Navy in matters related to naval weapons, and support to the operating forces, by bringing to bear specialized technical and managerial talents combined with operating experience and viewpoint."

In essence, the AEDO officer provides professional management and technical direction to the entire air weapon system acquisition process: the design, development, test, procurement, engineering, production and logistic support of naval aircraft, spacecraft and weapons. AEDOs bring a unique blend of operational experience, astute leadership and technical excellence to the design, acquisition and support of Naval weapons systems.

The AEDO officer serves primarily in the acquisition field. Consequently, in becoming a specialist, the AEDO relinquishes the goal of command at sea, devoting full attention to acquisition and support duties. Major program management, AEDO command and command-equivalent billets are available in the Naval shore establishment, and command opportunity for the AEDO officer exceeds 50 percent.

AEDO billets offer diversification and challenges that rival those of any profession. AEDOs are involved in the entire life cycle of most aircraft, weapon and Naval space systems from their initial conception, through development and testing, to fleet introduction, to material readiness and product improvements throughout the system's service, and finally until it is phased out of service. AEDOs are recognized as officers with a unique background of operational, acquisition and technical knowledge, and are called upon to manage programs involving billions of dollars in budgeted funds, working with the nation's top research and engineering talent. As commanding officers of shore activities, AEDOs supervise thousands of civilian and military employees. In determining your first assignment as a 1510 designated officer, there are a number of factors to consider. The activities to which 1510 designated officers may be assigned can be divided into four general areas: (1) operational support; (2) headquarters; (3) RDT&E field activities, and (4) manufacturing and production facilities.

If you are interested in this alternative career path and would like more information, check our Web Site at <http://web.nps.navy.mil/~aedo/aedo.htm> or contact me, the AEDO detailer, CDR Rick Smith. You can also contact the AEDO community manager, LCDR Larry Pugh, at DSN 757-8480, Comm (301) 757-8480; E-mail at PughLA@navair.navy.mil. □

★ Public Affairs {PERS-448}

DSN 882-4023, Comm (901) 874-4023; Fax: (901) 874-2676



Outstanding Professional and Career Opportunities

Continue for 165Xs. There is no better time to be a Navy PAO. That's right, no better time. With an increasing number of new technologies finding their way into all aspects of our daily lives, public affairs professionals are finding new and exciting ways to accomplish their mission. In addition, it is obvious that a majority of our operators and senior Navy leadership understands the importance of a successful public affairs program, and the value of having their public affairs staff as part of any decision-making team.

In terms of continuing with your career as a PAO, the timing could not be better. The 165X community is at or better than the Navy-wide "targets" set forth for both promotion opportunity (the number of selections in a given zone relative to the number of eligible officers) and promotion flow points (the number of years of active commissioned service at which in-zone officers are promoted to the next higher grade) in every competitive category for FY01. And there is more good news on the horizon. Based on predicted loss rates in the control grades (O4 through O6), the out-year forecast calls for more of the same.

Through FY05, promotion opportunity to O6 is projected to remain at 60 percent or better, and the O6 flow point is expected to drop to 20 years, 0 months. For O5, promotion opportunity will level out around 75 percent, and flow point will stay in the 14-year, 9-month range, a full year and three months ahead of the Navy "target." Promotion to O4 is expected to remain at or above 80 percent opportunity, and flow point should remain three to six months ahead of the 10-year Navy "target."

Join the Public Affairs Team. The Public Affairs community is looking for high quality Naval officers who want to be on the front lines of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you.

With a 165X Special Duty (Public Affairs) designator, you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever, as we strive to garner greater public understanding and support, and to inform Navy people on the issues affecting their careers and families.

Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. The next board is scheduled to meet in mid-October 2000 with applications due to PERS-811 75 days prior to the board convening date. Application guidelines can be found in MILPERSMAN 1212-010. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. Contact information for CDR Gordon Hume and LCDR John Wallach can be found in the directory on pages 42-43. □

★ METOC {PERS-449}

DSN 882-4109/4110, Comm (901) 874-4109/4110; Fax: (901) 874-2711



The Naval Meteorology and Oceanography Community remains one of the healthiest and most professionally rewarding communities in the Navy. Despite our small numbers, our officers continue to make a big impact on fleet operations worldwide. So what is the current state of the community? Here are some facts:

-Officer end strength (authorized officer numbers based on our billet structure) is stable at approximately 387 for 1800s and 36 for 6460s for the foreseeable future. Our downsizing years are behind us, and we look toward the future with the potential to grow some end strength by converting key billets from the URL to METOC. We have already accomplished the addition of METOC billets at DTRA (O5), SPAWARS Space Technology Laboratory (O3), AFSOUTH (O4) and COMUNDSEASURV (O3). Additionally, we have been successful in converting our LHD and LHA billets from O3 to O4 quality billets; this is a welcome change since we normally fill these great assignments with P-coded O4s.

-Officer promotion within the 1800 community is excellent, and looks to be healthy for the next several years. Based on end strength projections, promotion zones for the next fiscal year look to be 10 pick 5 for O6 (50 percent), 19 pick 13 for O5 (68 percent) and 22 pick 18 at O4 (82 percent). These are preliminary numbers and are subject to change. Promotion flow points for our officers, which are governed by the Defense Officer Personnel Management Act (DOPMA), look to remain at nine years to O4, 16 years to O5 and 22 years to O6.

-We continue to access new officers at the rate of approximately 32 per year. Accessions come through the Ocean Option program, lateral transfer and direct accession. We have been successful in increasing our Ocean Option quotas to 10 per year from USNA and NROTC. Additionally, we are working on creating Ocean Option quotas through OCS as

well. We traditionally get about 80 percent of the Ocean Option officers to redesignate to 1800 following their first division officer tour at sea and completion of their SWO qualification. We also access between 10 and 15 lateral transfer officers per year through the lateral transfer board process (see below). We recently experienced a decrease in the usual number of packages received for the board in April. This decrease may be due to the SWO bonus initiative and airline hiring! We hope that our "recruiting" efforts (see below) will help increase the number of lateral transfer candidates in the October board. Direct accession from USNA (NPQ officers), OCS and flight/nuclear training attrites total nine per year on average. By the numbers, roughly 70 percent of our accessions enter our community warfare qualified.

- Just under 75 percent of our officers are warfare qualified. Our ranks are represented by former SWOs, Pilots, NFOs, Submariners and even a SEAL! Warfare qualification remains a high priority within the METOC community because it not only brings us credibility with the warfighters when we present METOC impacts on operations, weapons and sensor systems, but ensures our officers understand the job of our URL counterparts through experience. Our commitment to warfare qualification can be viewed in our accession program (see above) and our commitment to placing direct accession officers at sea to compete for warfare qualifications.

- Sea duty opportunities have increased within our billet structure, with 21 percent of our assignments at sea. Sea duty includes Numbered Fleets (O5), COMCARGRU/COMCRUDESGRU Staffs (O4), CV/CVNs (O4), LHDs (O4), LHAs (O4), MCS (O4), Fleet Survey Teams (O3-O4) and Mobile Environmental Teams (O1-O4). Success in an O4 afloat assignment on a Battle Group Staff or as an OA Division Officer is essential for competition for promotion to O5, and all O4s can expect a tour at sea.

- Command opportunities have increased at both the O5 level and O6 level. Currently we have eight O5 command, 11 O5 command-equivalent and nine O6 command billets. Command screening opportunity is nine per O5 promotion year group and five per O6 promotion year group.

- All career METOC Officers receive a master's level education at the 5-12 year point of naval service. Our attendance at the Naval Postgraduate School (NPS) remains at 15-18 METOC officers per year enrolling in the 27-month program and leading to a Master's Degree in Meteorology and Physical Oceanography. Our commitment to the program at NPS helps maintain its prominence as one of the best METOC curricula in the nation. Our community also hosts 25 percent of the Navy's doctoral-coded billets. This equates to excellent opportunities for select METOC officers to pursue a Ph.D. in either Meteorology or Oceanography. Typical attendance is one officer per year enrolling in the Ph.D. program at NPS.

As you can see, our community health is excellent and

opportunities exist for all. As your community managers and assignment officers, we are committed to helping your career remain exciting, challenging and upwardly progressing. Given our current and future billet structure and your enthusiasm, hard work and willingness to take on the tough assignments, we can get you where you want to go!

Lateral Transfer Opportunities. Warfare qualified officers (LT and below) currently on active duty interested in becoming a METOC officer may apply via the lateral transfer/redesignation process in accordance with MILPERSMAN Article 1212-010 (<http://www.bupers.navy.mil/cdrom/>). Selection for redesignation is accomplished through the lateral transfer/redesignation board held twice a year in April and October. We are looking for top performing officers from all warfare communities who possess the following academic background:

- Science-oriented baccalaureate degree from an accredited college or university. Meteorology or Oceanography degrees are preferred but not required.
- Minimum 2.2 overall GPA.
- Minimum C+ averages in undergraduate level calculus series.
- Minimum C+ averages in undergraduate level calculus-based physics series.

Our quotas vary with each board, but on average we bring in 10-15 officers per year. Competition for these slots is tough, and the board, consisting of one to two senior METOC officers, is very selective. Individuals considering lateral transfer are encouraged to contact us by phone or E-mail at any time to determine eligibility and availability of quotas for upcoming boards. Lateral transfer packages must be into PERS-811 NLT 75 days prior to the board. Applicants can visit the PERS-811 Web Site (<http://www.bupers.navy.mil/pers8/p81/p811/pers-811.htm#trsb>) for up-to-date information on lateral transfer/redesignation boards. Officers selected for redesignation must agree to serve on active duty at least two years from the date of designator change. If you are interested, please give us a call, talk to the METOC officer on your ship or battle group staff, or contact the local METOC activity (see Web Site below) in your area. Any of us will be more than happy to discuss a career as a Naval METOC officer, and assist you through the lateral transfer/redesignation process.

METOC Officer Recruiters. Ever thought of recruiting duty? If not, it's time for you to take on a new collateral duty. We need METOC officers to help our community by serving as a METOC officer "recruiter" in your local area. We are looking for individuals to assist in the whole range of officer accession programs. We need officers to:

- Contact and visit local colleges and universities with

science-oriented curricula to scout for potential NROTC and OCS candidates.

- Contact local officer recruiting offices to serve as area POCs to assist potential officer candidates interested in applying for our program.
- Talk to Ocean Option officers serving in their Division Officer tour to provide mentoring and counseling on the benefits and opportunities that await them if they choose to redesignate to the METOC community following SWO qualification.
- Talk to warfare qualified LTs and below to drum up interest in our program, and guide candidates through the lateral transfer process.

If you would like to help, give us a call and we'll discuss areas in which you can assist in recruiting efforts for our community. Every year we gain some truly amazing officers within our ranks, and in many cases, it's because of their contact with an officer just like you in our community.

Command Screen Policy. The new command screening policy has been released by CNMOC. A copy was forwarded to all 1800s and 6460s. Changes include a new paradigm for the career paths of command-screened CDRs in addition to revised policy for command-screened officers who turn down command or command-equivalent tours. If you did not receive your copy, one is available on the Web Site (below), or please call or E-mail us and we will be happy to forward you a copy.

Selection Board Results. Congratulations to our new O6 selects: CAPT (Sel) Philip Renaud, CAPT (Sel) Frank Garcia, CAPT (Sel) Dan Soper, CAPT (Sel) Kathy Shield and CAPT (Sel) Kathy Shanebrook. If you did not notice, the results of the O6 board came out in record time (board convened January 11, 2000, and the results were out March 28, 2000). ALCON have made considerable efforts to speed up the board approval process, and the changes appear to have worked successfully.

Detailer's METOC Community Web Site. We continue to upgrade and improve the Web Site based on your comments. If you haven't visited lately, the overall look and operation have changed significantly. We've attempted to provide more information pertinent to your career in an easy to navigate format that loads quickly (yes, for you fleet METOC officers sharing SHF bandwidth, there are no flashy graphics to clog up your connection). Hotfills are updated at least weekly and include high quality billets with PRDs a year out and beyond. If there is anything else you would like to see or if you have recommended changes, please let us know. Check out the Web Site at <http://www.bupers.navy.mil/pers449>.

Communicating with your Detailers. Successful assignment to desired billets starts with early and frequent communication with your detailers. As simple as this seems, many officers wait until they are within the six to

nine-month window from PRD to begin negotiating orders. More often than not, these officers request high demand assignments (sea duty, OIC or billets within their current geographic location) and are disappointed when they are offered duty assignments outside their desires. Remember, as your detailers, we attempt to balance your personal needs, your professional/career needs and the needs of the Navy and METOC community when assigning you to your next duty. If you wait until the last minute to talk to us, chances are your personal and professional goals may not be supportable. Our contact information is in the directory on pages 42-43. We do not bite, and honestly, we are here to help.

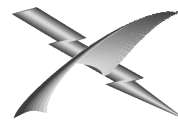
Senior Detailer Departing Comments. After the last 29 months as your detailer, I can honestly say this was one of the most challenging and rewarding tours in my Naval career. I was very fortunate to have two outstanding assistants during my tenure, CDR Paul Stewart and LCDR Brian Brown. I was also very fortunate to have the support, counsel, humor and mentorship of our community's senior leadership as we have worked through the placement and assignment process. Best wishes for continued success to all, I look forward to seeing you all on the waterfront! □

★ **Cryptology**

{PERS-4410}

DSN 882-4079, Comm (901)

874-4079; Fax: (901) 874-2739



Most manpower and human resource experts will tell you employee retention and satisfaction in one's job is directly linked to the individual knowing his job is meaningful and productive. In "reengineering cryptology," PERS-4410 has been informed many new, meaningful and productive billets linked to information operations are programmed to come online beginning in FY01. These challenging assignments in computer network defense, attack and exploitation, based mainly in the Fort Meade, Md., area, will form our community's information operations cornerstone, and will offer our officers additional opportunities to hone their technical expertise ashore. Cryptologic officers will carry these proven IO tools and technical skills to sea as part of the maritime cryptologic architecture, adding value to our important career balance between technical expertise and operation proficiency. Vacancies for these new billets will be posted as soon as they are valid under "hot fills" on our detailing Web Site at <http://www.bupers.navy.mil/pers4410>.

Recent "career planning" improvements have been added to our Web Site, including the addition of our community officer listing (COL), the "hot fill" billet file and the complete listing of CWO/LDO billets. These tools were added to open the detailing books and provide our officers a comprehensive view of all assignment opportunities available for career planning. We welcome your comments regarding these and other recent Web Site improvements.

Dates for the FY01 command screen board were recently announced. The FY01 board will convene in Millington, Tenn., on September 13, and will run through September 15. All officers being screened for command are encouraged to review their microfiche for accuracy and completeness. Contact LCDR Kob or CAPT Tucker for information or assistance. □

★ Intelligence

{PERS-4411}

DSN 882-3993, Comm (901) 874-3993; Fax: (901) 874-2676



Does the idea of working with highly motivated and talented people using the latest in technology appeal to you? Those of us in the intelligence community know those are just two of the reasons people become career intelligence officers. The intelligence community continues to be a critical force multiplier to our operational forces. There are numerous and challenging opportunities available to 1630s in key positions throughout the world. Each day we operate in forward-deployed environments and make significant impacts in guarding our national security. If you are looking for a career with significant job satisfaction, then look no further than the intelligence community!

We all wish the best to LCDR Bob Rupp as he departs Millington for the challenges of the OPNAV staff. Bob has had a tremendous positive impact on NPC and the fleet. He will definitely be missed. LCDR Paul Ashcraft takes over duties as the Junior Officer Detailer.

LCDR Kelly Robinson arrives from COMPHIBRON 1 in San Diego, as the new Intelligence Placement Officer. We ask your assistance in her role as accession manager to help identify those people with the talent, skills and character who may desire to apply to OCS for a commission as a Naval Intelligence Officer. This is a concrete way for you to ensure our community remains strong. Please visit the PERS-4411 Web Site for background information on our community.

Senior Officer Billets

Contact CAPT Vaughn if you are interested in any of these assignments.

Rank	Billet	Location	Fill Date
LCDR	VQ 1	Whidbey Island, Wash	0011
LCDR	SPAWAR	San Diego	0102
LCDR	SOC SOUTH	Roosevelt Roads	0102
LCDR	USS BATAAN	Norfolk, Va	0102
LCDR	USS STENNIS	San Diego	0103
CDR	NAVCENT	Manama, Bahrain	0103
LCDR	ONI 4	Washington, D.C.	0104
LCDR	CVW 3	Oceana, Va.	0104

Junior Officer Billets

Contact LCDR Ashcraft if you are interested in any of these assignments.

Rank	Billet	Location	Fill Date
LT	USTRANSCOM	Scott AFB, Ill.	0101
LT	CVW 9 TGTEER	Fallon, Nevada	0102
LT	JICPAC	Aiea, Hawaii	0104
LT	JFIC	Norfolk, Va.	0104
LT	NSA SOUDA BAY	Crete	0105
LT	DHS BAHRAIN	Manama	0105
LT	NAVFOR KOREA	Seoul	0106
LT	NSAWC	Fallon, Nevada	0106

*** For the most current listing of available positions, visit the PERS-4411 Web Site at <http://www.bupers.navy.mil/pers4411> and select "Available Jobs." This listing represents only a portion of the job opportunities which are available in the coming months, and should not be considered "hard fills."

1630 Attaché Opportunities

Please contact CDR Doug Fenske if you are interested in any of these assignments.

Rank	Billet	Location	Training Start Date/PRD
CDR	NATT	Finland	0108/0307
CDR	NATT	Japan	0111/0310
LCDR	ANATT	Italy	0201/0306
LCDR	NATT	Panama	0201/0303
LCDR	ANATT	Russia	0201/0310
LCDR	ANATT	Singapore	0201/0210

For the most current information regarding Attaché Placement, please visit our Web Site at <http://www.bupers.navy.mil/pers4411>. Enjoy and pass the word!!

Opportunities to manage the application of Reserve Intelligence resources. Qualified Naval Intelligence officers are needed to manage the definition and application of Reserve intelligence resources in support of regular Navy missions and forces. A successful candidate will possess a strong operational background, and an aptitude for managing personnel and resources focused on the needs of a gaining command. TAR intelligence officers are assigned in just about every geographic area of the continental United States, as well as several overseas locations. For information on redesignation eligibility requirements, please refer

to MILPERSMAN 1001-20, or the latest TAR Selection Board NAVADMIN. (Note: Specific target Year Groups noted in NAVADMINs are subject to change without prior notice.) POC: PERS-4411C (CDR Doug Fenske). Contact information is available on pages 42-43.

Separating from Active Duty? Continue your Naval career with the Naval Reserve Intelligence Command. With over 70 drilling units in 27 states, there is probably one near where you plan to live. Contact the Reserve Intelligence Program Officer in your area, or CDR Doug Fenske (PERS-4411C). Contact information is available on pages 42-43. □

★ Supply Corps {PERS-4412}



**DSN 882-4611, Comm (901) 874-4611;
Fax: (901) 874-2684**

Officer Retention. The most significant community management issue facing the Supply Corps today is the same issue all Navy communities face, retention of our junior officers. In FY98, we saw the number of Supply Corps junior officers leaving the service jump to 19 percent from what had been a historical average of 12.5 percent. In FY99, our losses increased to 21.9 percent. Projected losses for FY00 are slightly lower than last year at 19.2 percent, but are still well above the historical average. The Navy has taken some recent action in the pay and retirement areas, which is certainly good news, but what are we as a Corps doing to increase retention?

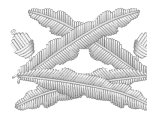
Shortened Sea Tour Lengths. This year, we were able to increase our accessions goal by over 20 percent for new Supply Corps officers. Indications are that our recruiting efforts (including Recruiting Assistance Program Officer and Officer Hometown Area Recruiting Program) are meeting that goal. With more officers graduating from the Basic Qualification Course (BQC) this year than in the past, we have an opportunity to shorten initial afloat tours. With increased ENS through-put, initial afloat tours will gradually shorten over the next year from their present 36 months down to 24-30 months. This will allow us to roll a number of LTJGs into LT billets ashore up to a year earlier. We hope that by assigning officers to shore duty earlier in their careers, they will get exposed to more of what the Supply Corps and the Navy have to offer, and decide to stay.

Postgraduate School Opportunity. We have been working very hard to increase postgraduate school opportunity, and have had encouraging results. The average wait time in the bank is down from 5.9 to 3 years. With a recent increase in postgraduate school quotas for Supply Corps officers, our goal is to send all eligible officers to postgraduate school

following a successful second sea tour. With 62 quotas this year and a similar number expected next year, we are on our way to making this a reality. We have also successfully implemented additional postgraduate school programs, such as the 810A program, where eligible officers attend a one-year MBA program at the University of Georgia in conjunction with serving a two-year tour on the NSCS staff.

Mentoring and Career Management. As announced in the last issue of *Perspective*, a Web Site has been established with career management information for all Supply Corps officers. Visit the NAVSUP Mentoring and Career Management Web Site at <http://www.navsupsup.navy.mil/main/personnel/career/career.html>. The Junior Officer Mentoring Guide, in particular, gives comparisons of pay and benefits between the Navy and the private sector. The reasons to "stay Navy" are compelling. Junior officers thinking of making the transition to the civilian sector should review this information in order to make an informed decision. In addition, NSCS has been designated as our mentoring resource center, and mentoring will become a part of every course at Athens. □

★ Civil Engineer Corps {PERS-4413}



**DSN 882-4032, Comm (901) 874-4032;
Fax: (901) 874-2681**

Civil Engineer Corps officers can expect to have a career filled with early responsibility and excitement unequalled by private industry. From day one, our officers are put in charge of multi-million dollar construction projects. All of our officers are on the fast track to executive engineering management. Officers can expect to get jobs with increasing responsibility at a faster rate than their civilian counterparts throughout their career. Private engineering firms and public municipalities recognize the value of our experience and seek CEC officers when they separate from the Navy to fill executive engineering management positions.

Downsizing is over! Our total billet inventory has stabilized at about 1,250 billets. At the end of this FY we will have 1,214 bodies against 1,257 billets. This will allow ENSs and LTJGs to "fleet up" into LT billets, and enjoy more responsibility at an earlier point in their career.

Forecasted promotion flow-points (the average time it takes for an officer to get promoted) are decreasing. This year CAPTs will promote two months faster than last year (20 years - 9 months), CDR promotions will be one month faster (15 years - 8 months) and LCDR promotions are five months faster (10 years, 3 months). CAPT promotion flow-points will stabilize in the future at 21 years. CDR and LCDR

projected flow-points continue to decrease for the next five FYs!

Finally, our retirement benefits were increased with the repeal of REDUX. This is very significant for junior officers, because they can receive 50 percent of their high three-year average base pay for the rest of their life. This means an officer retiring as a commander at 20 years could expect to collect \$34,000 per year for the rest of his or her life. Civilians would have to accumulate \$450,000 in a seven percent annuity to enjoy a pension of this magnitude. In other words, a civilian would have to save \$3,600 per month for 20 years at seven percent interest in order to accumulate enough money to enjoy a \$34,000 per year pension.

As you can tell, our Corps has never been healthier, and the career opportunities have never been better!

Wanted: Warfare Qualified Line Officers. Are you thinking about leaving the Navy to practice engineering or architecture? If you are a warfare qualified officer with an engineering or architecture degree, your expertise is needed in the Civil Engineer Corps. You worked hard to earn your engineering/architecture degree and warfare qualification. Why not pursue a career that allows you to use both of these qualifications? Consider transferring to the Navy Civil Engineer Corps to get fast engineering and architecture experience. All of our officers get immediate engineering management experience, responsibility and authority far exceeding that offered by a private engineering firm. To ensure that you are prepared for this responsibility, all of our officers receive a graduate engineering education, as well as extensive engineering and acquisition management training.

As a Civil Engineer Corps Officer you can work in all of the following three areas:

Contract Management. More than \$4 billion worth of design and construction is performed every year by civilian construction and engineering firms under Navy contracts. These contracts will be your responsibility as the primary contact between the contractor and the Navy. You'll review designs and prepare, solicit and contract bid packages. You'll supervise construction, identify problems and devise solutions. Navy Civil Engineers also negotiate technical and financial modifications to contracts, and approve completed work.

Public Works. You'll operate and maintain the complex facilities and utilities systems at shore activities by managing a large and diverse work force of civilian and military personnel. At public works departments and centers, you'll approve and execute the designs of trained engineering staffs. In facilities management, you'll identify, analyze, plan, budget, schedule and execute needed work and repair. Planning future requirements of Naval facilities is a major responsibility.

Construction Battalions. The "Can Do" spirit of the Seabees is legendary. Performing most of their work overseas, Navy construction battalions maintain the Navy's mobile construction capabilities and support the Fleet Marine Force in amphibious operations. They build roads, airstrips, bridges, port facilities, utility systems and any type of building, often in unique and out-of-the-way locations. As a junior officer, you'll be one of a handful in charge of these military construction companies, made up of approximately 600 enlisted men and women.

The Civil Engineer Corps intends to select at least 30 officers for transfer into the Civil Engineer Corps during the October 2000 board. There has never been a better time to transfer to the Civil Engineer Corps. Applications are due to PERS-811 in August 1, 2000. For more information, please contact the CEC Plans and Input Officer (PERS-4413D). Contact information can be found in the directory on pages 42-43.

Acquisition Professional Community (APC) Board. The next APC board will convene on Sept. 19, 2000 to consider applications for APC membership. Membership is an important career milestone for CEC officers and a requirement for assignment to certain billets. It is open to active duty LCDRs and senior who have attained acquisition certification level two or three and meet required education, training and experience. A sample application for CEC officers is available for viewing or download on the CEC Detail Office Web Site.

Enlisted Commissioning Program. The CEC Enlisted Commissioning Program is an excellent opportunity for outstanding, career-motivated Seabees to complete an engineering or architecture degree and receive a commission in the CEC. OPNAV Notice 1530 provides detailed information on applying. Applications are due to PERS-4413 no later than Nov. 1, 2000. Last year's board selected two of only six qualified applications. Ensure that Seabees in your command know about this opportunity.

Mentoring. All officers have the responsibility for ensuring officers junior are provided good mentoring to facilitate personal and professional growth. Sharing experiences, offering career advice and providing a positive example are all steps that strengthen the development of our officers and build a cohesive organization. Seek out mentoring opportunities to develop our future leaders. □

How are we doing?

Your feedback is critical to the success of *Perspective*. As we have entered our second year using "theme-driven" issues, I hope that we've covered the topics that are paramount to your career progression. Do you have ideas for future issues? If so, let me know. E-mail me at perspective@persnet.navy.mil. □

★ Chaplain Corps {PERS-4414}

**DSN 882-3996, Comm (901)
874-3996; Fax: (901) 874-2865**



Nurse Corps

This year the Nurse Corps retention rate is very good despite a looming nursing shortage. A hearty "thank you" to each and every one of you for your efforts to retain good Navy Nurse Corps officers, and thereby keep our community healthy. For further discussion about retention, please look at the Deputy's Corner section of the March News posted on the Navy Nurse Corps Web Site.

Duty Under Instruction. The deadline for submitting packages remains no later than October 1. The last day that NSHS will accept additional items for packages will be November 30.

Distribution of Nurse Corps Officers. We'd like to take a few minutes to explain why you sometimes are not allowed to take an assignment at a facility where you know there is a vacant billet for a nurse of your rank. Several things come in to play. One is the Fair-Share Distribution Plan for Generalist Nurses, and another is the Navy Manning Plan for Officers.

Fair-Share Distribution Plan for Generalist Nurses.

Although we now have approximately the correct total number of Nurse Corps officers on active duty, the nurses are not ideally distributed across the different ranks. Most noticeably we are under in the O3 and O4 grades and over in the O1 and O2 grades. Further compounding the problem is that many O3s and O4s are in DUINS or are specialists (e.g. nurse anesthetists/practitioners, perioperative nurses or ETMS/MPTA specialists), and are therefore not available for assignment as general nurses. This is why we often place O1s in O2 billets, O2s in O3 billets and O3s in O4 billets.

Annually, we determine the percentage, by rank, of general nurses who are available for assignment (e.g. not in DUINS, recruiting, a one-nurse location, small overseas facility) at our treatment facilities (e.g. 22 percent O1s, 28 percent O2s, 29 percent O3s, 11 percent O4s, etc.). For this purpose, we consider a general nurse to be any nurse who is not a nurse anesthetist/practitioner, perioperative nurse or ETMS/MPTA specialist. We then detail general nurses in accordance with that "fair-share by rank" distribution (called the Fair-Share Distribution Plan for Generalist Nurses). In other words, although the billet may be coded for your rank, we will not assign you there if doing so will give that facility more than its fair share of nurses of your rank. Now, are you ready to learn about the Navy Manning Plan for Officers (NMPO)?

Navy Manning Plan for Officers. We have what is called a "shortage of distributable officers" across the Navy. This shortage is caused by such things as turnover time, transit-ing time and training requirements, etc.

"It's not just a job. It's an adventure!" That ad slogan motivated thousands of young men and women to join the Navy. Who knows, perhaps some of you first looked at the Navy after hearing it on TV or reading it in a magazine. And, though the Navy is an adventure, I trust you joined, and stayed, Navy as a chaplain for a different reason.

You received a "call" into ordained ministry, however your particular faith group may define "call." Then, I trust, you sensed a "call" into the more specialized ministry in the military setting. And since you stayed or are considering staying, that same "call" keeps you performing ministry in the sea services. It is the call that gives you the confidence and assurance that you are where God wants you, and that provides the grace, wisdom and strength to serve the men and women of the sea services.

There are many important reasons to "stay Navy" as a chaplain. The privilege to be among those we serve, whether in combat, crisis or the routine; the opportunity to address ethical and moral issues from a religious perspective, to bring the religious voice to the table; the interfaith dialogue and cooperation that stretches us beyond our civilian experiences; the benefits of being a naval officer. You can add to the list. But it is the "call" that you cannot get away from that keeps you here. □

★ Medical {PERS-4415}

DSN: 882-xxxx

Medical Corps: (901) 874-4121/4119

MSC: (901) 874-4051/4052

Dental Corps: (901) 874-4043

Nurse Corps: (901) 874-4116/4562

**Medical Placement: (901) 874-4095/4114; Fax:
(901) 874-2682/2680**

<http://www.bupers.navy.mil/pers4415/index.html>

The CNO's priority is filling the billets at deployable units (e.g. carriers and other operational platforms) and in recruiting at 100 percent, and for most other commands where nurses are assigned at 85 percent. Whenever we staff overseas commands at 100 percent, the staffing at CONUS facilities must drop proportionally. The bottom line is that unless you are at a command with only a handful of nurses, expect to see anywhere from 10 to 15 percent of the billets vacant. On a lighter note ...

Detailing Details (a.k.a. trivia). Minimum Tour for Separation (MTS) is the minimum amount of time you must serve at a duty station before you can ask to separate from the service. In order to separate from the service from overseas, you must complete your full tour. In order to separate from a CONUS location, you must serve two years of your tour unless you came from an overseas or an operational tour or you moved no-cost/low-cost (less than \$500), in which case you must serve only one year.

- Minimum Activity Tour (MAT) is the minimum amount of time you must serve at a duty station before you can be transferred. The MAT to leave an overseas location or an operational tour is the complete tour. The MAT to leave a CONUS location is two years if you are going overseas or to a critical fill billet.

- PRT and bodyfat standards PRT results from the last four years must be provided to PERS-834C (fax number DSN 882-2625, Comm (901) 874-2625) before your orders can be processed. This requirement has not been eliminated by the changed policy eliminating administrative separation for failure to meet PRT/bodyfat standards. If you have failed either the PRT or the bodyfat in the last four years, you can expedite the processing of your orders by faxing the results ahead of time.

- Tuition Assistance incurs a two-year service obligation. At this point in time, do not expect to have your service obligation waived.

- Have you checked out the Web Site at <http://www.bupers.navy.mil>? You will find the NC Sites by navigating through "Organization" until you get to code 4415. You can also link to us from the Nurse Corps Web Site. Another great resource on the BUPERS Web Site is the Staff Corps promotions Site.

Suggestions for future issues? If you have any suggestions for what you would like to see included in our section of *Perspective*, please let us know. ☐



Dental Corps

Our Dental Corps has never been in better shape. Why is that? The answer is simple, it is our **people**. Assigned throughout the world in Naval Dental Centers, Naval Hospitals, Fleet Marine Forces, ships and Seabee Battalions, they are the providers of dental health through and beyond readiness. Although a career in the Dental Corps is not viable for everybody, there are a variety of attractive incentives available to those interested. These include:

- Training opportunities have never been better. It is the goal of our Corps Chief to offer every new graduate the opportunity to participate in a AEGD/GPR program during their first year of active duty. We are not there yet, but we'll get there. Opportunities for residency training in all disciplines of dentistry have never been better. We are training our people at an earlier stage in their careers, both in-house and in dental schools throughout the country. Active duty obligation (ADO) equals the length of the residency. If you choose to get an additional master's, the ADO runs concurrently.

- Loan forgiveness was approved by the Defense Authorization Act of 1998. Although not a reality yet, it could happen in the next couple of years, maybe in 2001.

- Our pay has increased dramatically in the last two years. Increases in Variable Special Pay, Additional Special Pay, Board Certified Pay and the Dental Officer Multiyear Retention Bonus have made a Navy career a more viable option.

- New facilities, state-of-the-art equipment and supplies have made us more efficient and given us the ability to provide the dental benefit to more of our Sailors and Marines throughout the world.

- Opportunities to attend the Command and Staff College in Quantico, Va., the MIT Sloan Fellowship and earn a master's in business or management, and the Baylor Program in Health Care Administration all are attractive options for qualified dental officers.

- Opportunities to experience foreign cultures, make lasting friends while serving with the FMF, Seabees and onboard ships are priceless.

Detailers will always listen to your personal needs and will look out for your career needs, but we must also meet the needs of the Navy throughout the world. Those of you with 2001 PRDs, please review the billet availability list on our Web Site and give us a call. We promise to work hard on your behalf. Stay Navy! After all, Navy life...getting better every day! ☐

Medical Placement

PERS-4415 has completed most of the implementation process of the component UIC plan. The major change resulting from this implementation is that detailers are now ordering select personnel into the component UICs. A component UIC is nothing more than a medical operational platform that falls under the cognizance, and is supported by, one of the large to mid-size CONUS hospitals and Okinawa. For example, NMC San Diego will provide personnel to support the hospital ship USNS Mercy. Under the component UIC concept, a surgeon, who during peacetime is actually working at NMC San Diego, will be permanently assigned to a specific billet on USNS Mercy's component UIC. If the Mercy deploys, that surgeon will know where he/she deploys to, and to which specific billet he/she is assigned. This will avoid any confusion as to what the member's operational assignment is during a war time mobilization scenario. It also allows the medical department personnel to train to support specific operational platforms. □

Medical Corps

The Medical Corps Detailers want to retain you! We want to say "yes" to your desires whenever possible. As detailers, we must balance the needs of the Navy with your needs. We know there are many choices you must make in developing your career. We realize that we do not get a second chance to make a good first impression. We value you as a Naval officer and a physician. You are important to us! We want to retain you!

We have a variety of billets that we can offer you. These billets can range from lush tropical paradises in Guam, Hawaii, Okinawa or Puerto Rico to scenic European locations such as Rota, Spain; Naples, Italy; Sigonella, Sicily or Keflavik, Iceland. Interested in billets where you can see the world? If the answer is yes, then we have physician billets on board our amphibious assault ships, such as the USS WASP (LHD 1), USS ESSEX (LHD 2) or USS BATAAN (LHD 5). If you are interested in the outdoors and practicing operational/wilderness medicine, then we have special billets for you with the Marine Corps, who deploy to various locations around the world. Interested in "becoming the Boss"? Well, we have many managerial positions located at various health care facilities such as branch medical clinics, hospitals and medical centers. As you can see, the detailers are more than just human resource managers, we are your "career guidance counselors."

Graduate Medical Education is another opportunity the Navy offers. For those physicians who qualify, you may be eligible for one of many fellowships ranging from faculty development, sports medicine, cardiology, pulmonology, OB fellowship and radiology, imaging, geriatrics, infectious disease, etc.

Did you know that we even send several physicians a year to postgraduate programs to earn their master's degrees? The Graduate Medical Education selection board selects physicians for prestigious universities such as George Washington University. Additionally physicians are selected for service schools at the Naval War College in Newport, R.I.; the Industrial College of the Armed Forces in Washington, D.C.; and the Army War College in Carlisle Barracks, Penn.

As your detailers, we know you have many career choices as a physician. We realize that we have to be the better choice. We want the Navy to be your number one career choice. We work for you! You are the reason why we work at BUPERS. Please call us! We want to retain you! We want to say "yes" to your requests if at all possible. Contact information is available on pages 42-43, or visit our Web Site at <http://www.bupers.navy.mil/pers4415/index.html>. □



Medical Service Corps

The PERS-4415 Web Site (<http://www.bupers.navy.mil/pers4415/index.html>) has a wealth of important career management information for Medical Service Corps officers.

- Information for ordering PSRs and microfiche records, as well as information on how to update these records, can be found in the "Where do I send my....." link. Be proactive and update your records. Do not wait for the call from the promotion board recorders that your records are missing critical documents.

- The "Selection Board" link includes the following: Selection board information for staff corps officers (link to the PERS-85 Staff Corps Officer Promotions Web Site), a sample letter format, board addresses for regular mail and express mail delivery, promotion zones and a point of contact for receipt confirmation for board packages.

- Planning for retirement, release from active duty or an extension of your PRD at your current duty station? See the links "Important Personnel Policy References" and "E-mail Extensions" for more information on these topics.

- Moving to another coast or to an overseas duty station and want to know more about it? Go to the "PCS Move Planner or Duty Station Information through SITES" links and get prepared for your move.

- Powerpoint presentations that contain important career information are available on the Web Site and are updated on a regular basis. Current presentations include a career development brief, a medical assignment presentation and a FITREP brief.

Do you have any ideas for Web Site topics that would help to make our Site a better "one-stop shopping Site" for important career information? Contact your Medical Service Corps Detailer. ☐

★ JAG Corps {PERS-4416}



**DSN 882-4938, Comm (901) 874-4938;
Fax: (901) 874-2679**

Why stay Navy? In an era of a booming economy and when "Dot com" companies (and corresponding salaries) seem to be popping up everywhere, the question on everyone's mind seems to be "Why stay Navy?" Besides the opportunity for a unique and varied practice in a challenging environment, the obvious answer is the possibility for overseas assignments and continuing professional education.

Overseas duty. The Navy offers judge advocates numerous personally exciting and professionally challenging assignments around the globe. Whether you're a CAPT seeking a leadership billet in Naples, or a second-tour LT wanting to explore the mysteries of the Orient, the Navy and JAG Corps have a place for you overseas. Not only are there professional rewards from serving in a foreign land, but it also is an opportunity for unique personal experiences such as travel, and living in and learning about other cultures. Overseas assignments on the FY01 horizon include:

CAPT/CDR

Military Judge, Yokosuka
CINCUSNAVEUR #2 SJA
COMFAIRMED SJA
COMNAVFOR JAPAN SJA
XO, NLSO Europe & SW Asia
Commander, 5th Fleet FJA
Commander, 7th Fleet FJA
COMICEDEFFOR SJA

LCDR

COMNAVACTS UK SJA
CINCUSNAVEUR #3 SJA
COMPHIBGRU 1 SJA
Commander, 7th Fleet AFJA
COMNAVFOR JAPAN #2 SJA
OIC NLSO DET Sigonella
OIC NLSO DET Pearl Harbor

Overseas opportunities for second- and third-tour LTs include independent duty staff judge advocate positions as well as department head billets in Trial Service and Naval Legal Service Offices. For more details, contact the LT Assignment and Placement Officer, LCDR Paul Kiamos. Interested LCDRs should contact LCDR Jeff Horwitz. CAPTs/CDRs, should contact CDR Charlotte Wise. Contact information can be found on pages 42-43.

Continuing Professional Education. An important part of a judge advocate's professional development is continuing education resulting in the conferring of a Master's of Law (LL.M.), and assignment of a subspecialty or "P code." A valuable alternative is a Master's of Arts in National Security and Strategic Studies from the Naval War College.

Every year between 15 and 18 judge advocates obtain a Master's of Law from either a Navy-sponsored program at a civilian institution (CIVINS) or The Judge Advocate General's School, U.S. Army (TJAGSA), in Charlottesville, Va. Although these programs differ in some aspects, both are indistinguishable in their value to a judge advocate's professional development and competitiveness for challenging, career enhancing assignments. In FY01, the JAG Corps may have as many as 12 quotas for civilian institutions and five quotas at TJAGSA. The prerequisite to attend a Navy-funded LL.M. CIVINS program is selection by the Postgraduate Education Selection Board. See JAGINST 1520.1, dated March 7, 2000, for more details.

The graduate course at the Judge Advocate General's School, U.S. Army is a challenging, career enhancing program. Accredited by the American Bar Association, the graduate course prepares experienced attorneys for positions of increased responsibility. Students who successfully complete the program are awarded an LL.M. in Military Law. The JAG Corps also has several quotas each year for the Naval War College junior and senior officer courses. The Naval War College offers courses of study leading to a Master's of Arts in National Security and Strategic Studies.

Anticipated quotas in FY 2001:

CIVINS Programs:

International Law	4
Environmental Law	5
Health Care Law	2
Advanced Trial Advocacy	2
Army JAG School	5
NWC, Jr. Officer Course	2
NWC, Sr. Officer Course	2

For more information concerning Postgraduate Education, contact LCDR Jeff Horwitz. Contact information can be found in the directory on pages 42-43. ☐

Perspective Magazine On-line

Perspective Magazine is on-line, and can be accessed from the NPC/BUPERS Web Site (<http://www.bupers.navy.mil>). The magazine is located under the "News Stand" side bar button. Also available on the Site are archived issues back to Jan-Feb 1998. ☐

★ **TAR {PERS-4417}**
Training and Administration of
Reserves
DSN 882-4062, Comm (901) 874-4062;
Fax: (901) 874-2676

Surface Downstream Billets

Avail	Activity	Billet Title	Desig	Rank
0103	NMCRC PORTLAND	CDR/CO SHR ACT	1000	CAPT
0103	OPNAV/RPN	CMPU SYS ANAL/	1100	CDR
		N952F HD ADP IRM SYS BR		
0103	NMCRC HONOLULU	CDR/CO SHR ACT	1000	CDR
0103	NAVRESCEN QUINCY	XO SHR ACT	1000	LCDR
0103	COMSUBGRU 10	LOCAL AREA	1120	LCDR
		COORDINATOR		
0103	MSC LANT RPN	STF PLN/RESERVE	1000	LCDR
0104	NMCRC DENVER CO	CDR/CO SHR ACT	1000	CAPT
0104	CNSURFRESFOR/RPN	STF PLN	1110	CDR
0104	JNTSTF JCS WASH	RC JNT MNPWR	1000	CDR
		PLNR DA101020		
0104	OFF OF ASN MRA	MPWR PLN/SPEC	1000	CDR
		ASST/MPWR DEV/EEO		
0104	OPNAV/RPN	ED TRA PLN GEN/	1110	CDR
		N953D ASHR/STF PROGRAM		
0104	NRC LINCOLN NEB	CDR/CO SHR ACT	1000	CDR
0104	NRPCD NORLNS	CDR/CO SHR ACT	1100	CDR
		ADDU TO 73010/00072		
0104	MSC HDQTS RPN	STF REDI GEN/	1000	CDR
		RESERVE READINESS		
0104	ASD/RA/RPN	ADMIN OPS/DIR	1000	CDR
		FIELD OPS		
0104	NMCRC LANSING MI	CDR/CO SHR ACT	1000	LCDR
0104	COMSUBLANT	PERS PLN/	1120	LCDR
		RESERVE MANPOWER/PERS OFFICER		
0104	USCINCCENT	NAVAL RESERVE	1000	LCDR
		150/04LIAISON OFFICER		
0105	CHNPERSUP	MPWR PLN/ ADDU	1100	CDR
		TO OPNAV N122		
0105	NRC OKLAHOMA	CDR/CO SHR ACT	1000	CDR
0105	NRC FRESNO CA	CDR/CO SHR ACT	1000	CDR
0105	NRC LEXINGTON KY	CDR/CO SHR ACT	1000	CDR
0105	NMCRC HARRISBURG	CDR/CO SHR ACT	1000	CDR
0105	NAVRESCEN QUINCY	CDR/CO SHR ACT	1000	CDR
0105	NMCRC SACRAMENTO	CDR/CO SHR ACT	1000	CDR
0105	LANTORD YKTN N-N	MILMPWR RQM	1050	LCDR
		CTL/RESERVE MANAGER		
0105	OPNAV	N120C3-RPN	1100	LCDR
		BUDGET ANALYST		
0105	NMCRC EUGENE OR	CDR/CO SHR ACT	1000	LCDR
0105	NRC HELENA FT H	CDR/CO SHR ACT	1000	LCDR
0105	NRRCREG 9 MEMPH	ED TRA PLN GEN/	1000	LCDR
		ASHORE COORD		
0105	NSWU 1 SEA	STF OPS&PLN/	1130	LCDR
		MOB&SEL/ ARG LNO		
0106	OPNAV/RPN	ED TRA PLN GEN/	1110	CAPT
		N953 DIR SURF PROG MGMT		
0106	NMCRC BESSEMER	CDR/CO SHR ACT	1000	CAPT
0106	NMCRC PITTSBURG	CDR/CO SHR ACT	1000	CAPT

0106	NR CHNAVPERS N1R	PERS P&P DIR/	1000	CDR
		ASST NAVRES MATTERS		
0106	NRESRUCOMDT	OIC SHR ACT	1000	CDR
	GLAKES			
0106	OPNAV/RPN	PERS PLN/N953C	1110	CDR
		NRF/SURFWAR PROG MGMT		
0106	OFF SEC DEF RPN	DIR, SYSTEMS	1000	CDR
0106	OPNAV/RPN	LOGISTICS/N424C	1000	CDR
		MARITIME POLICY LEG AFF		
0106	NMCRC GREENSBORO	CDR/CO SHR ACT	1000	CDR
0106	NMCRC SPRGFIELD	CDR/CO SHR ACT	1000	CDR
0106	NMCRC TOLEDO OH	CDR/CO SHR ACT	1000	CDR
0106	CNSRF NORLNS	STF REDI GEN	1050	LCDR
		/SELRES READINESS		
0106	EODMU 12	EOD MOB UNIT/	1140	LCDR
		XO AFLOAT		
0106	NMCRC NORFOLK	XO SHR ACT	1000	LCDR
0106	NRC SIOUX FALLS	CDR/CO SHR ACT	1000	LCDR
0106	NMCRC PHOENIXAZ	TRNG/XO SHR ACT	1000	LCDR
0106	NRRCREG11 DALLAS	ED TRA PLN GEN/	1000	LCDR
		ASHORE COORD		
0106	MSC HDQTS RPN	STF PLN/RES PLAN	1000	LCDR
0106	NRESRUCOM	PRCM&RECRUIT/	1100	LCDR
	ORLAND	ENL PROGRAMS OFFICER		
0106	NRESRUCOM	PRCM&RECRUIT/	1100	LCDR
	DENVER	ENL PROGRAMS OFFICER		
0106	NRESRUCOM	PRCM&RECRUIT/	1100	LCDR
	GLAKES	AOIC		
0106	NMCRC SO BND IN	CDR/CO SHR ACT	1000	LCDR
0106	PSD WILLOW GROVE	OIC SHR ACT	1100	LCDR
0106	EODMU 17	XO/TRNG	1140	LCDR

Stay Navy ... Go Tar! Surface Warfare/Submarine Warfare/Special Warfare/Special Operations/Fleet Support. The TAR program offers an excellent opportunity for competitive officers to pursue an alternate career path. While operationally competitive, TAR officers alternate between standard afloat tours and reserve management shore tours to become specialists in reserve affairs. Fleet Support officers rotate between core competency specialization tours and reserve management tours. Areas of specialization include financial management (FM); information technology management (ITM); manpower, personnel and training (MPT) and operational analysis (OA). The career path offers the unique opportunity for command ashore early in an officer's career, typically as a LCDR. Warfare officers compete with USN officers for standard afloat milestones: DH, XO and CO.

Advantages of the TAR program include:

- **Command opportunity.** Early command ashore, and often more than one opportunity for command.
- **Independent duty.** Reserve centers are often located away from fleet concentration areas. You may be the only active duty Naval officer within several hundred miles.
- **Geographic diversity of assignments.** Reserve centers are located in all 50 states, providing the opportunity for career enhancing tours in areas not normally available to USN officers.
- **Community involvement.** As CO of a reserve center, you are often the only representative of the Navy in the local

area, leading to involvement with the Chamber of Commerce and other community and veteran's organizations.

- **Afloat opportunity.** Eligibility for afloat milestones are the same as for USN contemporaries. Screening for CO/XO afloat is competitive with USN officers.

- **Standard retirement eligibility.** TAR officers are considered careerists and enjoy the same retirement benefits as USN contemporaries.

- **Close-knit community.** The community is small enough to allow you to make a difference early in your career. Currently there are approximately 1,500 TAR officers, about 650 in surface designators.

- For more information, please visit our Web Site within the Navy Personnel Command Web Site at <http://www.bupers.navy.mil>. Click on Organization, PERS-4, PERS-44 and PERS-4417.

- TAR Transfer/Redesignation Boards are held twice annually in the winter and summer. Our Web Site, as well as a NAVADMIN, provides details for applying to these boards.

TAR 1527 Community. To be a TAR means being a Naval Reserve officer on active duty. Along this thought process, the 1527 career path is very similar to that of the 1520 community. From LTJG through midgrade LCDR, squadrons and AIMDs will be your high probability tour assignments. Also during this timeframe, the possibility exists to serve in positions such as VR Wing AMO, CVWR-20 AMO and junior level staff billets at NAVAIR, OPNAV, NAMTRAGRU and COMNAVAIRESFOR. From midgrade LCDR through CDR, you can expect billet assignments as CVWR-20, VR, VP, Helo wing maintenance officer, CNAP and CNAL liaison officer, AIMD officer, NAVPERSCOM and major staff tours at NAVAIR, OPNAV and COMNAVAIRESFOR. As a 1527 CAPT, you will be assigned to senior level management positions at COMNAVAIRESFOR, NAVAIR and OPNAV. In most of these billets, you will interact with selected reservists. As a squadron MMCO/AMO, you'll work platforms such as F/A-18, E-2C, F-5, C-9B, C-20, C-130, P-3, SH-60 and SH-3s. The C-40 (Boeing 737) is scheduled to become operational FY01. Most of our squadrons have detachment schedules that range from one to three weeks in duration throughout the annual training cycle. Missions vary from fleet support (adversary, airlift), mobilization (Fallon weapons dets, CQs, etc.) and drug interdiction. You could be assigned to one of five AIMDs (Ft. Worth, Texas, Willow Grove, Penn., New Orleans, Washington, D.C., and Atlanta) in support of reserve squadrons.

Like the 1520s, the 1527 community is evolving and growing in the Acquisition Professional (AP) arena. The 1527 manning structure has expanded into 13 billets at NAVAIRSYSCOM, including APML coverage for the majority of platforms the Naval Air Reserve force operates. These billets, along with a host of other Additional Qualification Designator (AQD) related assignments throughout the community, reflect the numerous Acquisition Professional opportunities available to 1527s.

To become a TAR you have to apply to the TAR transfer/

redesignation board. The board meets in June and December each year. Look at MILPERSMAN 1001-020 for details on how to submit a packet, and watch for the release of the NAVADMIN announcing the board.

TAR promotion uses the running mate system. When the 1520 directly junior to you in the directory is up for promotion, so will you. Promotion board selection percentage rates are comparable to those in the 1520 community. TAR retirement is the same as USN.

1527 billets are located in Brunswick, Maine, Fallon, Nev., Whidbey Island, Wash., Ft. Worth, Texas, Atlanta, New Orleans, Pt. Mugu, San Diego, Jacksonville, Norfolk, Washington, D.C. and Willow Grove, Penn.

If you want to stay on active duty, in an aviation maintenance professional environment with excellent opportunity for promotion, then the 1527 arena could be an option for you. If you would like to know more, feel free to call or E-mail the 1527 detailer, LCDR Deborah O'Bryant. Contact information can be found on pages 42-43. □

★ Fleet Support {PERS-4419}

**DSN 882-4054, Comm (901) 874-4054;
Fax: (901) 874-2676**

Retention. As this issue with its "retention" theme is being drafted, we in the Fleet Support community anxiously await the completion of the URL billet study and the resulting recommendations to be made concerning the future and direction of the community. With the future viability of the community in question, retention would not seem to be a topic of concern. But, as the Navy is undermanned and needs to retain the best and brightest, so is true for our community. The skills of Fleet Support officers are, and will continue to be, in great demand. Retention will be among the highest priorities as the decisions affecting our community are made.

Congratulations to our 23 new CAPT selects! Complete stats are available on the Web Site, but successful CDR command was the biggest discriminator with 22 out of 23 in or having completed a command tour.

Graduate school screening board. This year we will be screening a larger group of LTs and junior LCDRs for NPS. In the past, we screened based on applications received, the quotas we had been allocated for the next school year and PRD. This year, PRD will not be considered. A bank of eligibles will be created. Applications from interested officers are still needed with top three desired curricula.

The following are our quotas for the upcoming year:

2 - Financial Management
 3 - Manpower Systems Analysis
 2 - Shore Installation Management
 1 - Transportation Management
 3 - Operations Analysis
 2 - Operations Logistics
 1 - Command and Control
 1 - Information Warfare
 1 - Space Systems Operations
 1 - Space Systems Engineering
 2 - Information Technology Management
 1 - Computer Science
 1- MOVES

Check the NPS Web Site for more specific information about these curricula.

Sample of assignments coming up:

Rank	Billet	Location	Fill Date
LT	Pers pln/head ENL	OPNAV N12, Arlington	ASAP(0033P)
LT	Per rsch/mnpwr	PERS-1, Millington	ASAP(0033P)
LT	SP SVC/Midshipman	USNA, Annapolis	0009
LT	Officer Program	NRD, Kansas City	0010
LT	Enlisted Program	NRD, Houston	0010
LT	Officer Program	NRD, Ohio	0011
LT	Comp spec/sys anal	USCINCPAC, Hawaii	0011
LT	Officer Program	NRD, Minneapolis	0012
LT	Trans Dir	COMSC FE, Yokosuka	0012

LCDR Budget	CPF, Hawaii	ASAP(0031R)
LCDR Comp Sys Anal	CPF, Hawaii	ASAP(0045S)
LCDR Comp Sys Anal	OPNAV N12, Arlington	ASAP(0091S)
LCDR MPWR PLN/Mgt	OPNAV N12, Arlington	ASAP(0033R)
LCDR Comm Pln& OPS	NCTAMS PAC, Hawaii	ASAP(0089P)
LCDR ADV SATCOM	USSPACECOM, COLSPS	ASAP(0091Q and JD1)
LCDR Spacerqmt	NAVSPACECOM, Dahgrm	0007(0076P)
LCDR Inst Phys Sci/assoc	USNA, Annapolis	0007(0062P)
LCDR ADP Sys Mnt	CPF, Hawaii	0009
LCDR Comm Off	COMICEDEFOR, Kef	0011(JD1)
LCDR OPS ANAL/Surtass	CNFJ, Yokosuka	
LCDR Pers Pln/Policy	CNRC, Millington	0011(0042 or 31)
CDR Fleet Sup	CNP, Arlington	ASAP(0089S)
CDR FACPLN & PGN	CPF, Hawaii	ASAP(0042P)
CDR JMD Data Manager	Joint Staff, Arlington	0008
CDR Indoc Tra-Squadron	RTC, Great Lakes	0011(0037R)

Contact your detailer for additional information on any of the above assignments.

Questions from your detailer to you. Have you provided your detailer with current contact information? Have you shared with your detailer your future plans? If you answered either of these questions "No," drop us an E-mail or give us a call! ☐

Attaché Duty

Attaché duty is 100 percent overseas duty!! Each attaché is assigned to the USDAO in the American Embassy located in the capital city of the host country. The Defense Attaché System (DAS) is for the military officer who wants a unique assignment in the service of the United States. It is for the officer who thrives on challenge and change - one with superior intellect, professionalism, and integrity. The DAS is for officers who want to expand their horizons by becoming an integral part of the diplomatic team representing the United States in over 100 embassies abroad.

The application and selection process for attaché duty is extensive, so it is important to talk to the Attaché Placement Officer and your detailer not less than a year prior to your PRD to ensure a smooth process. For answers to frequently asked questions about attaché duty and for the latest in available attaché assignments, search the BUPERS Web Site at <http://www.bupers.navy.mil/codes/pers4/pers44/pers4411>, and look for "Attaché Placement." ☐

Attaché Assignments (ICOD February 11, 2000):

Trng/On-Sta	Country	Billet	Tour	Grade	Desig	Misc
0104/0206	Ecuador	NATT	36	O-6	1050	
0108/0211	Brazil	NATT	36	O-6	1050	
0108/0307	Finland	NATT	36	O-5	1630	
0108/0308	Turkey	NATT	36	O-6	1310	Pilot required
0108/0308	Saudi Arabia	NATT	24	O-5	1310	Pilot required
0111/0310	Japan	ANATT	36	O-5	1630	
0201/0307	Brazil	ANATT	36	O-5	1050	
0201/0305	Canada	NATT	36	O-6	1050	
0201/0302	Denmark	DATT	36	O-6	1110	SWO/JSO required
0201/0306	Italy	ANATT	36	O-4	1630	
0201/0207	Kenya	NATT	24	O-5	1310	Pilot required
0201/0209	Pakistan	NATT	36	O-6	1310	Pilot required
0201/0303	Panama	NATT	36	O-4	1630	
0201/0307	Russia	NATT	24	O-6	1050	
0201/0210	Singapore	ANATT	36	O-4	1630	
0201/0307	Tunisia	NATT	36	O-5	1000	
0201/0206	United Kingdom	DATT	36	O-6	1050	MAJCOM/JSO

★ LDO/CWO Picture - "Mustang News"

{N131L}: DSN 223-2309, Comm (703) 693-2309; Fax (703) 614-1189



The LDO/CWO community enjoys strong retention because we are already career-minded when commissioned. LDOs are required to serve 20 years active service, with ten years as a commissioned officer, to retire as an officer. However, one can revert back to enlisted status at the three-year point. CWOs are required to serve 20 years active service, with three years commissioned service, to be eligible to retire as a CWO. Our average loss rate is about ten percent for LDOs and 14 percent for CWOs.

Four new CAPT selects have increased their Naval careers to 38 years total active service, and 52 new CDR selects have increased their naval careers to 35 years total active service.

Failure of selection/statutory retirement. Each year, many outstanding officers fail of selection (FOS) for the first time from among those "in zone" for promotion. In most cases, they have distinguished records, but do not make the cut amongst extremely strong competition.

Although "above zone" selections do occur, they are extremely rare since each selection from above zone reduces the number that may be selected from in zone or below zone. The law requires that those who twice fail of selection to the next higher grade must separate or retire not later than the first day of the seventh month after the month in which the Secretary of the Navy approves the selection board's proceedings.

For the new LDO/CWOs selectees, congratulations. This year's new accession board selected 465 LDOs and 269 CWOs. The board president was the Senior LDO in the Navy, Capt Bruce Gustin. Thank you for a superb professional job. As we continue into the new millennium, our community is the healthiest of all officer communities, and we are growing slowly but surely.

This year, for the first time in many years, we had increased promotion opportunity in all grades except the O6 arena. Percentage of opportunity increased for CDR from 50 to 60 percent, and 70 to 80 percent for LCDR. CWO4 promotion opportunity increased from 70 to 75 percent and 75 to 95 percent for promotion to CWO3. We are working the O6 issue, and hope to be able to improve the promotion opportunity in the future.

LDO CAPT Retirements.

CAPT Leroy Sheehan CAPT Geoffrey Calabrese
CAPT Donald Flowers CAPT Brad Woolie
Smooth sailing in your future endeavors.

Thank you. I want to thank each and every LDO/CWO for your support over the past two years. I enjoyed the many commands I visited and briefed, and it was a pleasure to see the professional job you all are doing. It gave me great satisfaction that for the first time in a long time we had an increase in new accession packages. This small increase is a direct result of all of us working together. As I head up to Naval Submarine Base, New London in July, I leave the community in fine hands. My relief, CDR John Fahling, is a superstar who is coming from XO, Naval Station, Pearl Harbor. Among his many tours: First LT on CVN 74, AS 39 and AS 31. He was an LDO/CWO assignment officer, Operations Officer of ASR 13 and XO of a floating dry-dock. I am confident that he will continue to keep the momentum going on many of the issues and initiatives that we have been working. Welcome aboard, John!

I would like to formally recognize and thank an outstanding and highly professional officer and friend who really runs the community: LT Brian Bodoh. Thank You, "OB." □

Officer Hometown Area Recruiting Program (OHARP) / Senior Minority Assistance to Recruiting Program (SEMINAR)

Navy Recruiting Command is seeking officer volunteers for OHARP and SEMINAR duty. These are excellent opportunities to promote the Navy in your hometown.

Officers on OHARP duty return to their hometown on permissive no-cost TAD travel authorizations or no-cost TEMDU travel authorizations in conjunction with permanent change of station rotation. SEMINAR duty is targeted towards African American, Hispanic and Asian volunteers in paygrades E6 through O6. SEMINAR duty must be in conjunction with normal rotation and is subject to the availability of MPN funds (CNP approval), which will be included in PCS orders.

CO's may select individuals who meet the following criteria:
- Highly motivated officers

- Must be a volunteer
- Have a place to stay in their hometown
- Meet PRT standards

For more information, consult BUPERSINST 1150.1 or call the program coordinators listed below.

OHARP/SEMINAR Coordinators:

YN1(SW) Oliver G. Moore

DSN 882-9261/9139, Comm (901) 874-9261/9139
Fax number DSN 882-9151, Comm (901) 874-9151
Send E-mail to mooreo@cnrc.navy.mil

AO1(AW) Jimmy Stephens

DSN 882-9141, Comm (901) 874-9141
Fax number DSN 882-9151, Comm (901) 874-9151
Send E-mail to stephensj@cnrc.navy.mil □

BUPERS Access-online and better than ever

The new BUPERS Access (BA) Web Site was implemented on December 15, 1999, and can be accessed via the NPC Web Site at <http://www.bupers.navy.mil>. The new Web Site is a replacement for the former dial-up BA and Interactive Voice Response systems.

Improvements to BA are as follows:

- Personal information is protected by Secure Login requirements.
- Encryption/decryption of data passed to and from BA (same used in online banking).
- Virtually unlimited number of users, vice restriction to 16 users at a time.
- Easy to read and find online instructions, no need to download and store manuals.
- Uses Windows Web-browser.
- No more waiting for 1-800 access. Access is available via the Internet worldwide

Features available via the Web enabled BA:

- **View-Only JASS** - All active duty enlisted personnel can view jobs that are available in the current requisition. Sailors can now check jobs via the Internet before seeing their career counselors. In order to apply for a specific job, Sailors must still contact their career counselor.
- **Advancements** - Command representatives can view the list of all E4 through E6 personnel on board their command(s) who were selected for advancement. Petty officers can check their advancement results and effective dates. This list is updated weekly to reflect changes made after the initial release of the list.
- **Order Status** - Command representatives can view gains and rollers for their UIC(s) and associated information. Individual users can check to see if their orders have been processed. Individual members will see the DTG of the order message and detach and report no later than dates. Information is updated daily.
- **SRB** - Command representatives can view the last two years of SRB status, amounts and DTGs for personnel in their command(s). Individual members can check to see if their SRB request was processed; if it was processed the DTG of the released message is displayed. This information is updated daily.
- **Application Status** - Command representatives can view a list of personnel onboard their UIC(s) whose requests to retire, resign, extend and other applications have been received by NPC and acted upon. Individual users can see the same for themselves. Information is updated daily.
- **Duty Preference** - Individual users can enter their own duty preference. BA will detect if the officer or enlisted version is required. BA provides most of the fill-in information and instructions. Duty preferences speak to the detailer on the individual's behalf if they are unable to contact their detailer and a decision must be made. Duty preference submissions are processed daily and available to the detailers within 48 hours via their online assignment systems.

- **SWAPS** - SWAPS are managed by BA for Sailors wishing to store and/or view swap information of other Sailors. The SWAP program does have restrictions. When applying, read all instructions prior to filling out/responding to a SWAP. The swap request will be removed 12 months before PRD. BA is not responsible for the validity of information entered. Command representatives cannot enter SWAPS for other personnel.

- **Selection Boards** - Various selection board results will be made available to Flag Officers, Commanding Officers (CO), Officers In Charge (OIC), Executive Officers (XO) and Command Master Chiefs (CMC), as appropriate, 48 hours prior to public release for the UIC(s) they have responsibility for. This period allows the command to congratulate the selects and counsel those who do not select, prior to Navy-wide notification. Information must be handled in a manner consistent with Navy policy. After 48 hours, and for those boards not requiring a counseling period, results will be released immediately to board eligible personnel and command career counselors as well.

Planned features in the works are as follows:

- Overseas Tour Extension Incentive Program (OTEIP).
- Storing duty preferences so data can be retrieved and changes made, rather than re-entering information.
- Providing personal surveys to the fleet that are secure, allowing for protection of Privacy Act data.
- Electronic submission of personal documents, and in some cases, the electronic return and display of the same.
- Providing the capability to edit the current SWAP information up to 12 months prior to your PRD without requiring a re-submission.
- Display orders online.

Personal users (Active and TAR Navy) should follow online instructions to set up their account. The new password must be 8-14 characters and is case sensitive. **Do not share accounts!** Personnel abusing accounts may be removed and lose access privileges.

Command representatives have access to officer and enlisted data for their responsible UIC(s). Personnel in the above positions also have personal access by default as stated above. Log onto BA and click on the "BUPERS Access Instructions" button to view/download instructions for setting up command representative accounts. These positions have access to large amounts of personal data and should be assigned with care. Command representatives are reminded that the nature of this information is on a need-to-know basis and is not for liberal discussion.

If you have ideas of how BA can make your job easier or keep you better informed, please fill out the Submit Feedback form from the BA Web Site and submit your ideas. You can also reach us by E-mail at Helpdesk@persnet.navy.mil, or DSN 882-4717, Comm (901) 874-4717. □

Navy Personnel Command Directory

For E-mail address, replace xxx with listed PERS-Code:
 Example: to E-mail the Submarine Junior Officer Shore Detailer(PERS-421c): p421c@persnet.navy.mil
 For Commercial Phone Numbers add: pxxx@persnet.navy.mil
 (901) 874-XXXX for DSN 882
 (703) 614-XXXX for DSN 224
 (703) 693-XXXX for DSN 223
 (301) 757-XXXX for DSN 757
 (202) 433-XXXX for DSN 288
 (703) 695-XXXX for DSN 225

PERS-Code	Position	Incumbent	DSN
Perspective and LINK Magazines			
051	Managing Editor, Perspective and LINK Magazines	LTJG Petersen	882-4135
051A	Editor, LINK Magazine	JOC(SW/AW) Morley	882-4136

NPC Access/IVR and NPC Home Page Technical Support			
	PERSNET Help Desk		882-4717
1023	NPC Web Site Technical Support	DP1 Bostic	882-3496

Personnel Policy Advisors			
N130F	Personnel Exchange Program (PEP) Advisor	LT Wright	224-5393
447	Acquisition Professional (AP) Coordinator	CAPT Kreutner	882-3837
00W/N13WW	Special Assistant for Women's Policy	CAPT Long	225-9385
N123J	Joint Policy Advisor	LCDR Grace	225-3616
45J	Director, Joint Officer Management	LCDR King	882-4217
45J1	JPME Phase II Quota Control	LCDR Greife	882-4218
N123C	TAD/Joint Operations Assignments Advisor	CDR Kroft	225-3748
N123C1	TAD Assistant	PNC(AW) Drew	224-1012
61	Director, Professional Relationships Division	CDR Marmann	882-4271
612	Equal Opportunity/CMEQ Advisor	TMCS McGhee	882-4274
613	Sexual Harassment/Fraternalization Advisor	LT May	882-4283
00J	Special Assistant for Minority Affairs	CDR Evans	225-2897
00J1	Navy Affirmative Action Plans Advisor	LCDR Castillo	224-2008
00J2	Minority Affairs Liaison Officer	LCDR Castillo	224-2008
00J3	Minority Affairs Liaison Officer	LT Chandler	225-2824
662F	Exceptional Family Member Program	LCDR France	882-2510

Microfiche, PSR/OSR, Selection Boards, Fitness Reports, ODC Support			
311	Customer Service		882-3313/3315/ 3316
311	Branch Head	LCDR Harper	882-3309
311	FITREP/Eval Support, FITREP/Eval Selection Board Support	Doug Warf	882-3313
312G	Officer Data Card (ODC) Support	Karen Stanton	882-3350
313D	Microfiche & PSR/OSR Fax Ordering	Customer Service	882-3415 882-2664
32B	Selection Board Support	LCDR Cherry	882-3225

Inservice Procurement and Transfer Division			
81	Director	LCDR Barclift	882-3200
81B	Deputy Director	Mr. Booth	882-4408
811	Head, Inservice Procurement/Transfer Branch	LTJG Luttrell	882-3170
811	Fax		882-2620
812	Head, Officer Recall	LT Kramer	882-3208
813	Head, Officer Separations	LT Chamberlin	882-3194
813B	Officer Involuntary Separations	YN1 Carrasquillo	882-3195
813C	Resignations/Release from Active Duty	Mrs. Ward	882-3197
815/255	Head, Enlistment/Reenlistment Branch	LCDR Christy	882-3069

Officer Promotions Division			
85	Director	CDR Walters	882-3221
85A	Administrative Officer	CWO2 Johnson	882-3252
85C	Officer Special Board Coordinator	LT Malloy	882-4844
85L	Line Selection Board Liaison	LCDR Tornes	882-3253
85M	Staff Selection Board Liaison	LT Brown	882-4524
86	Director, Reserve Officer & Enlisted Promotions	CDR Martin	882-4523
86B	Deputy Director, Reserve Officer & Enlisted Promotions	CDR Saylor	882-4526
861	Head, Reserve Officer Promotions & Appointments	CDR Price	882-4528

Retirements Division			
82	Director	CDR Connery	882-3185
82B	Deputy Director	Mr. Lewis	223-7994
821	Head, LIMDU/Disability Retirement	LT Gaston	882-3229
822	Head, Officer Retirement	LCDR Oberg	882-3184

Officer Community Management (OCM) and Career Planning Division			
N131	Director	CAPT Harriss	223-2303
N131B	Deputy Director	Vacant	223-2301
N131A	Secretary	Ms Castell	223-2302
N1G2	Head, Chaplain Officer Community Manager	CAPT Magness	225-8523
211D	Head, AED/AMD Officer Community Manager	CAPT Loyer	757-8483
N131U	Head, Engineering Duty Officer Comm. Manager	CAPT Edwards	882-4090
N131U1	Asst, Engineering Duty Officer Comm. Manager	Pat Morgan	602-8503

N131H	Head, Special Warfare Officer Community Manager	LCDR Szymanski	225-3914
N131H1	Asst. Special Warfare Officer Community Manager	Mrs. Fuller	224-3289
N131G	Head, Fleet Support Officer Community Manager	CDR Wurzel	227-8761
N131X	Head, Special Operations Officer Community Manager	LCDR McClelland	882-3911
N131I	Head, Intelligence Officer Community Manager	CAPT Saia	223-1227
N131J	Head, JAG Corps Officer Community Manager	CAPT Molinengo	325-5185
N131J1	Asst, JAG Corps Officer Community Manager	Dan Barnes	325-5458
N131K	Head, CEC Officer Community Manager	CAPT(sel) Bosco	882-4032
N131K1	Assistant, CEC Officer Community Manager	LT Klem	882-4034
N131L	Head, LDO/CWO OCM (E-mail: p211l@bupers.navy.mil)	CDR Fahling	223-2309
N131L1	Asst, LDO/CWO OCM (E-mail: p211l1@bupers.navy.mil)	LT Bodoh	223-2310
N131M	Head, Medical Officer Community Manager	CAPT Simpkins	223-2328
N131M2	Admin Assistant, Medical Officer Comm Manager	HM2 Wilkinson	223-2324
N131M3	Medical Service Corps/Dental Officer Community Manager	LCDR Sawyer	223-2327
N131M4	Nurse Corps Officer Community Manager	CAPT Logeman	223-2326
N131N	Head, Submarine Officer Community Manager	CDR Burke	225-3734
N131N1	Asst, Submarine Officer Community Manager	LCDR Gillette	225-3885
N131O	Oceanography Officer Community Manager	CAPT Lawson	882-4109
N131O1	Asst, Oceanography Officer Community Manager	LCDR Brown	882-4109
N131P	Public Affairs Officer Community Manager	CAPT(Sel) Hume	882-4091
N131P1	Asst, Public Affairs Officer Community Manager	LCDR Wallach	882-4025
N131Q	Cryptology Officer Community Manager	CAPT Tucker	882-4079
N131R	Merchant Marine Officer Community Manager	CAPT McFadden	332-7128
N131S	Supply Corps Officer Community Manager	CAPT(Sel) Holland	882-4623
N131T	Acquisition Professional Community Manager	CAPT Briggs	332-2836
N131V	Head, Aviation Officer Community Manager	CDR McKenzie	223-2306
N131V1	Assistant, Aviation Officer Community Manager	LCDR Johnston	223-2307
N131W	Head, SWO Officer Community Manager	CDR Harriss	223-2305

Officer Plans Branch			
N131C	Head, Officer Plans Branch	LCDR Henry	223-2321
N131C1	Strength Analyst	LCDR Harper	223-2322
N131C2	Strength Analyst	Ms. Sonoria Ford	223-2320
N131C3	Strength Analyst	IT2 Arnold	223-2323
N131D	Head, Accessions Plans	CDR Csuti	223-2325
N131D1	Assistant, Accessions Plans	LCDR Henderson	223-2313
N131F	Head, Promotions	CDR Cox	223-2330
N131F1	Assistant Head, Promotions	LCDR McMahon	223-2329
N131F2	Promotion Program Liaison	Ric Chapman	225-6417

Professional Development Branch			
N131E	Head, Professional Development	LCDR Wilburn	225-6408
N131E1	Graduate Education/Subspecialty Analyst	Ms. Poindexter	224-4933
N131E2	Graduate Education Analyst/Web Administrator and Developer	Ms. Wei	224-4242
N131E3	Head, Graduate Education/Subspecialty	LT Knox	225-6409

Surface Officer Distribution Division			
41	Director/CAPT Assignment	CAPT Conway	882-3927
41B	Deputy Director	CAPT Balmert	882-3927
41A	Assistant, CAPT Assignment	CDR Steindl	882-3927
41A1	Administrative Assistant	LT Austin	882-3927
41N/424	Assistant, Nuclear Assignment	CDR Jackson	882-3940
410	Head, CDR Assignment	CAPT Balmert	882-3900
410A	Assistant, CDR Assignment	CDR Tindal	882-3900
411	Head Post-DH Assignment	CDR Klatt	882-3888
411B	Post-DH Assignment Officer	LCDR Shanahan	882-3888
412	Head, Junior Officer Assignment	CDR Allen	882-3894
412A	Sea/Shore Coordinator	LCDR Cooper	882-3894
412S	Second Tour Department Head	LCDR Stader	882-3894
412M	First Tour Department Head	LCDR Washko	882-3894
412J	Second Tour Division Officer	LT Defries	882-3894
412D	Initial Assignment	LCDR Sparks	882-3894
412E	Initial Assignment	LT Steele	882-3894
412N	Surface Nuclear Assignment	LCDR Carter	882-3894
413	Surface Ship Placement Branch Head	CDR Parrott	882-3897
413A	LANT CRUDES Ship and Staffs	CDR Boxall	882-3917
413B	PAC CRUDES Ships and Staffs	CDR Auten	882-3901
413E	CLF/PC/USNS/Trng/MW	LCDR Keys	882-3921
413F	Amphibious Ships and Staffs	LCDR Fuller	882-3923
414	Head, Surface LDO/CWO Assignment/Admin	CDR Underwood	882-3885
414B	Ord/Op Tech/Deck	LCDR Soucie	882-3906
414C	Engineering	LT Hoard	882-3887
414D	Elx/Communications/ADP	LT Higgins	882-3907
415	Head, Special Warfare Assignment/Placement	CDR Pybus	882-3911
416	Head, Special Operations Assignment/Placement	CDR Lucas	882-3911

Submarine/Nuclear Power Officer Distribution Division			
42	Director/CAPT Assignment	CAPT Holland	882-3930
42B	Deputy Director/CO Detailer	CAPT Manaskie	882-3929
421	Head, Submarine/Nuclear Power Assignment	CDR Olson	882-3944

421A	Post Department Head Shore Detailer	LCDR Haebler	882-3931	446B	Assistant Head, AED 151X	CDR Smith	882-4108
421B	Department Head Detailer	LCDR Holland	882-3932	446C	Assistant Head, AMD 152X	CDR Glass	882-4108
421C	Junior Officer Shore Detailer	LT Svensson	882-3943	446	AEDO Career Manager	LCDR Pugh	757-8480
421D	Junior Officer Sea Detailer/NOIP Coordinator	LT Sowa	882-3933		AMDO Career Manager	LCDR Shanahan	757-8481
421E	Accessions/Resignations	LT Huey	882-3934	447	Acquisition Professional (AP) Coordinator	CAPT Kreutner	882-3837
422	Head, Nuclear Submarine LDO/CWO Assignment	CDR Falardeau	882-3935	448	Head, Public Affairs Assignment/OCM	CDR Hume	882-4023
422A	LDO/CWO Detailer	LCDR Cole	882-3945	448B	Assistant PAO Assignment/OCM	LCDR Wallach	882-4025
423	Staff Placement	LCDR Stockdale	882-3937	449	Head, METOC Assignment	CAPT Lawson	882-4109
424/41N	Head, Surface Nuclear Power Distribution	CDR Jackson	882-3940	449B	Assistant, METOC Assignment	LCDR Brown	882-4110
424B	Assistant, Surface Nuclear Power Distribution	LCDR Carter	225-4192	4410	Head, Cryptology Assignment	CAPT Tucker	882-4079
Aviation Officer Distribution Division				4410B	Assistant Head, Cryptology Assignment	LCDR Kob	882-4079
	Aviation CAPT Assignment Branch	Assistance	882-3974	4410C	LDO/CWO/New Accessions	LT Icenogle	882-4079
	Aviation CDR Assignment Branch	Assistance	882-3975	4411	Head, Intelligence Assignment	CAPT Vaughn	882-3993
	Aviation LCDR/Junior Officer Assignment Branch	Assistance	882-3947	4411A	Junior Officer Detailer	LCDR Ashcraft	882-3993
	Air Combat Placement Branch	Assistance	882-3987	4411B	Intelligence Placement	LCDR Robinson	882-3993
43	Director/CAPT Assignment	CAPT Benson	882-3974	4411C	TAR Intelligence Detailer/Attache' Placement	CDR Fenske	882-3993
43A	Assistant CAPT Assignment	CDR Doyle	882-3976	44120	Director, Supply Corps Personnel & CAPT/Shore	CAPT Maas	882-4611
43B	Deputy Director	CDR Ricker	882-3955	4412	Director, Detailing Division/ CDR Shore/ Sea	CAPT Holland	882-4607
43B1	Administrative YN	YN2 Wilson	882-3978	4412A	Special Assistant	LCDR Case	882-4608
43B2	Administrative YN	YN2 Quick	882-3956	4412B	Head, Shore Detailing Branch	LCDR Case	882-4601
43C	Director's Assistant	Jeff Jacob	882-3958	4412C	Head, Sea/Overseas Detailing Branch	CDR Carter	882-4614
431B	Head, CDR Detailer	CDR Dobson	882-3972	4412E	Director, Reserve Division	CAPT Carlson	882-4619
431	Assistant, CDR Detailer	CDR Keller	882-3957	4412F	LT/LTJG Sea/Overseas Detailer	LCDR Hinson	882-4627
431A	Assistant, CDR Detailer	CDR Lynch	882-3963	4412G	ENS Sea/Overseas Detailer	LT Escoe	882-4616
431C	CDR Shop Order Writer	Fran Stone	882-3975	4412I	LT/LTJG Shore Detailer	LCDR Lavigna	882-4612
432	Head, LCDR/JO Assignments	CDR Laukaitis	882-3973	4412J	LDO/CWO Detailer	LCDR Gill	882-4613
432C	Shore Coordinator	CDR Taylor	882-3949	4412Q	Head, Career Development and Training	LCDR(Sel) Bichard	882-4624
432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs	LCDR Gordon	882-3969	4412QA	Assistant, Career Development and Training	Ms. Robinson-Belle	882-4629
432E	VAW/VRC/Warfare Transition	LCDR Jackson	882-3965	4412R	Special Assistant, Detailing Division	LCDR Bestersey	882-4609
432F	VFA	LCDR Lefere	882-3966	4412X	Head, NAVSUP/DLA Placement Branch	LCDR(Sel)Valentine	882-4618
432G	VF	LCDR Phipps	882-3986	4412XB	NPC Liaison/Admin Officer	IT1 Sanders	882-2936
432H	Helicopter Sea Assignment	LCDR Laubengayer	882-3950	4412Y	Administrative/Placement Assistant	SH1 Price	882-4625
432I	VP Shore Assignment	LT Westerkom	882-3951	4413	Head, CEC Assignment	CAPT(Sel) Bosco	882-3997
432K	VAM/VAQ	LCDR McKeon	882-3967	4413A	Assistant, CEC Assignment (LCDR)	LCDR Chandler	882-4030
432L	Head, Aviation LDO/CWO Assignment	CDR Ranno	882-3968	4413B	Billets/NAVFAC Placement	LCDR Oby	882-4032
432M	Assistant, Aviation LDO/CWO Assignment	LCDR Hancock	882-3948	4413C	CEC LTJG/ENS Detailer	LT Kilian	882-4033
432O	MILPERS Management Specialist	Paul Boundy	882-3947	4413D	CEC Plans and Inputs	LT Kliem	882-4034
432P	VP Sea Assignment	LT Dorrans	882-3952	4413E	LT/LDO/CWO Postgraduate Detailer	LCDR Morris	882-4035
432Q	Helicopter Shore Assignment	LCDR Lineberry	882-3970	4413S	Military Staffing Tech	Mr. D. Potter	882-4031
432R	Sea Coordinator	CDR Taylor	882-3949	4414	Head, Chaplain Assignment Branch	CAPT Carter	882-4092
432S	VS/Force Support	LCDR (Sel) Walker	882-3953	4414A	Assistant, Chaplain Assignment Branch	CDR McGeory	882-3995
432T	Pilot/NFO Initial Assn/General Aviation/ACCP/ACIP	LT Sicola	882-3954	4415	Head, Medical Department Officer Distribution	CAPT Lockhart	882-4097
432U	VQ	LCDR Baker	882-3985	4415A	Asst Branch Head,	LCDR Kolosik	882-4053
432V	Assistant, LDO/CWO Assignment	Melinda Weeden	882-3964		Medical Department Assignment		
433	CARGRU Staff Placement	CDR Taylor	882-3949	4415B	Head, Medical/Dental Placement	CDR Allred	882-4095
433A	VFA/VX-9/LSO School	LCDR Yager	882-3959	4415C	HQ/ HSL/ CRUFTCOM Placement	Vacant	882-4464
433B	VF/CVW West	LCDR Koehler	882-3979	4415D	Overseas Ops and USMC Placement	LT Young	882-4112
433C	VAW/VRC/VQ/VC-8/CVW East	LCDR Caraveo	882-3960	4415F	East Coast (except DC)/Overseas	LCDR Parrish	882-4114
433D	VP/VX-1/PEP/TSC	CDR (Sel) Krotow	882-3989	4415G	Senior Dental Corps Assignment	CAPT Seder	882-4043
433E	Prospective Flight Students	LT Moran	882-3984	4415H	Junior Dental Corps Assignment	CDR Parreira	882-4118
433F	VAQ/NSAWC	LCDR Meier	882-3961	4415I	Senior MSC HCA Assignments (O4 and above)	CAPT(Sel) Kolly	882-4052
433G	CV/CVN	LCDR Cooledge	882-3981	4414I/A	Junior MSC HCA Assignments (O3 and below)	LT Diehl	882-4052
433H	VS/TRACOM/Schools Command/SWATSPAC	LCDR Pettit	882-3980	4415J	Head, MSC/SCI Assignment	CAPT Past	882-4051
433I	HS/HSL	LCDR Karnes	882-3982	4415JX	MSC Assignment/Op Sciences	CDR Hathaway	882-4051
433J	HC/HM/TYCOM/FASO/TACRON	LCDR Cashman	882-3962	4415K	Head, Nurse Corps Assignment	CAPT Workman	882-4038
433Q	Assistant, CV/CVN/CARGRU Staff Placement	Denise Williams	882-3988	4415L	Nurse Corps West Coast Assignment/Asia	CDR Vernere	882-4042
433R	Assistant, Prospective Flight Students	Beverly Slaughter	882-3983	4415M	Head, MCSurgical Specialty Assignment	CAPT Yerkes	882-4121
Restricted Line/Staff Corps Officer Distribution and Special Placement				4415N	Medicine Specialties Assignment	LCDR Mallak	882-4121
44	Director	CAPT Taylor	882-4055	4415P	GME Assignment	LT Jefcoat	882-4048
44A	Flag Aide Placement	Mr. Jackson	882-4071	4415R	FS/UMO/Prev Med/Occ Health/RSH	LCDR Keener	882-4119
44B	Deputy Director	CDR Konczey	882-4072	4415S	Nurse Corps East Coast Assignment	LCDR Schultz	882-4041
440	Head, Professional Education/Subspecialties	CDR Batchelder	882-3999	4415T	West Coast	HMC Allen	882-4112
440B	Graduate Education Placement/NPS	LT Batts	882-4056	4415U	GMO Assignment	LCDR Rogers	882-4119
440C	Service College Placement	LT Garcia	882-4100	4415V	LCDR Nurse Corps Assignment/OR Nurses	CDR Delizo	882-4039
440E	Subspecialty Management	Mr. Robinson	882-4057	4416	Head, JAG Corps Assignment/Senior Officer	CDR Wise	882-4081
441	Hd, Washington Placement(OPNAV)	CAPT(Sel) Niner	882-4104	4416B	Assistant Head/LCDR Assignment	LCDR Howitz	882-4082
441A	JCS, JBC, JTAMDO Placement	LT Vosler	882-4074	4416C	LT/LDO Assignment	LCDR Kiamos	882-4083
441B	Asst, Washington Placement/OSD	LCDR Kollie	882-4105	4416E	Accessions/Recruiting	LT Keidel	882-4084
442	Head, Major Staffs Placement	CDR Doran	882-4123	4417	Head, TAR Assignment	CAPT Brannon	882-4063
442B	Assistant Head, Korea/Japan/MIS	LCDR Noe	882-4066	4417B	Surface TAR Officer Assignment	CAPT Little	882-4063
442C	FAO/PEP/FMS	LT Baker	882-4065	4417C	Aviation TAR Officer Assignment	CDR Cline	882-4064
444	Head, Education and Training Staff	LCDR Stewart	882-4040	4417D	Surface TAR Officer Placement	LCDR Haben	882-4062
444B	NAS/CNRC/MEPS	CDR Batchelder	882-3999	4417F	Admin Supervisor	YNC Crowe	882-4063
444C	Great Lakes/PSD/NAPS/NAMTG/Training	Mr. Hendrieth	882-4058	4417G	AMDO TAR Officer Assignment	LCDR O'Bryant	882-4076
444D	Military Staff Tech	Ms. Young	882-4060	4417I	Fleet Support TAR Officer Assignment	CDR Park	882-4062
444E	Material Placement-Surface	LCDR Hale	882-4101	4419	Head, Fleet Support Assignment	CAPT Koch	882-4054
444F	Material Placement-Aviation	LCDR Hannon	882-4061	4419A	Assistant Branch Head, Fleet Support Assignment	CDR Anderson	882-4054
445	Head, Engineering Duty Assignment	CAPT Edwards	882-4090	4419B	LT Detailer	LT Williams/	882-4054
445B	Assistant, EDO Detailer	CDR Atkinson	882-3994			LCDR Radford	
445C	Assistant EDO Detailer	LCDR Kohnke	882-3085	4419C	LT/LCDR Detailer	LCDR Wulff	882-4054
446	Head, AED/AMD Assignment	CDR Loyer	757-8483				

Officers' Call

Opportunities exist to contribute to real world operations. N123C coordinates TAD support for Joint Task Forces, United Nations Operations and NATO Operations. Currently, Naval officers support operations DELIBERATE FORGE, SOUTHERN WATCH, JOINT FORGE, the United Nations Mission for the Referendum in Western Sahara and other contingencies around the world.

Particular skills sought include: TACAIR aviators, aviation strike planners, TLAM strike planners, EP-3 mission planners, H-60 CSAR coordinators, Intelligence Officers, Supply Corps Officers, Communications Officers, Submarine Officers and officers with foreign language skills. Paygrade requirements range from LTJG to CAPT and are assignment dependent.

TAD assignments are generally from 96 to 179 days and require your Commanding Officer's approval. Your parent command incurs no costs to support these assignments. Tax-free income, special pays and personal

(joint) recognition often accompany these challenging assignments. New assignments become available frequently, and are ideally assigned 120 days or more prior to the report date. Assignments may be completed on TAD orders from your parent command, or with advance coordination as an intermediate stop on PCS orders. A partial list of future opportunities is provided below.

To inquire about an assignment, contact CDR John Kroft at DSN 225-3748, Comm (703) 695-3748; Fax at DSN 225-9940, Comm (703) 695-9940, E-mail at n123c@bupers.navy.mil. You may also contact PNC (AW) Drew at DSN 224-1012, Comm (703) 614-1012, E-mail at n123c1@bupers.navy.mil.

Check out our Web Site for additional TAD opportunities. Head to <http://www.bupers.navy.mil/jtad/jtad.html>.

TAD Opportunities for Joint/UN/NATO Contingency Ops

Billet Title	Line#	Requirements	Location	Report
Warning Analysis	TISTV-004	03/163X, TS/SCI	Vincenza	January-01
CPC OIC	JF CPCK 001	04	Naples	February-01
Physical Security Off	SW LO1B/004	03/SS6490	Riyadh	November-00
DCOD J-2	SW133	06/163X	Riyadh	February-01
Targets Officer	SW220	03/CV/163X	Riyadh	October-00
C4I Link	SW238	03/Link/111X	Riyadh	October-00
TLAM Planner	SW250	03/TLAM Exp.	Riyadh	October-00
AEW Plan	SW310	05/TACAIR, 13X0	Riyadh	January-01
Long Range Planner	SW317	04/VE, 13X0, Planner	Riyadh	October-00
NAVATO Plan	SW375	04/Stk Planner	Riyadh	October-00
DEP LOG Director	SW509	04/310X	Riyadh	April-01
SIGINT MSR MGR	CTF-FA 1757	03/644X,CWO3 744X	Sarajevo	December-00
P3 Imagery	JF N013-39	03/13XX, MOCC	Sarajevo	January-01
Chief CAOC	JF CTFMP-028	03/111X, 13XX	Turkey	September-01
F/A 18 TACREP Off	DF500-51	03/13XX	Vicenza	January-01
Comm Officer	DF600-04	03/619X	Vicenza	October-00
Military Observer	MIL 01	04	Western Sahara	June-01
Military Observer	MIL 02	04	Western Sahara	June-01
Military Observer	MIL 03	04	Western Sahara	June-01
Military Observer	ET-001	05	East Timor	June-01

Reference Corner

NAVY PERSONNEL COMMAND
PERS 311
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-3110
DSN 882-3316/COMM (901) 874-3316

◆ Mail in FITREPS & EVALS
(via regular mail)

NAVY PERSONNEL COMMAND
PERS 311
BLDG 769 - WOOD HALL
5751 HONOR DRIVE
MILLINGTON TN 38055-3110

◆ Mail in FITREPS & EVALS
(via Certified Mail/FEDEX)

NAVY PERSONNEL COMMAND
PERS 313C
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-3130

◆ Mail OSR Photos

NAVY PERSONNEL COMMAND
PERS 312G
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-3120
FAX: DSN 882-2660

◆ Mail in ODC Corrections

NAVY PERSONNEL COMMAND
PERS 313C
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-3130
PHONE: DSN 882-3415/3596, COMM (901) 874-3415/3596
FAX: DSN 882-2664/COMM (901) 874-2664

◆ Microfiche/OSR
Requests

NAVY DEPARTMENT BOARD OF DECORATIONS AND MEDALS
ATTN: N09B33
2000 NAVY PENTAGON
WASHINGTON DC 20350-2000
PHONE: (202) 685-1770

◆ To Submit Missing Awards

NAVY BOARD OF DECORATIONS AND MEDALS
901 "M" ST SE
BUILDING 36 ROOM 135
WASHINGTON NAVY YARD
WASHINGTON DC 20003

◆ To Submit Missing Awards
(via Certified Mail/FEDEX)